



**Request for Proposal #2016-02**

# **Life/Accidental Death & Dismemberment Insurance**

**Washington County, Arkansas**

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## 1. INTRODUCTION

### 1.1 INTRODUCTION

This is a Request for Proposal (RFP). The format of this document must be followed throughout.

### 1.2 GENERAL INFORMATION

Washington County, Arkansas is a county with a population of approximately 203,060 and 955 square miles. The county seat is Fayetteville.

Where the term "County" is used in the Request for Proposal, (RFP), it shall refer to Washington County, Arkansas. The laws of Arkansas shall apply and control any contract that is awarded.

### 1.3 PURPOSE AND SCOPE OF THE PROJECT

Washington County is requesting proposals from qualified vendors to meet or exceed the county's existing Life/AD&D insurance program.

## 2. INSTRUCTIONS TO VENDORS

### 2.1 INTERPRETATION TO VENDOR

A prospective vendor who is in doubt as to the meaning of any part of the Request for Proposal or any addenda thereto, may submit to the County Purchasing Office a **written request for interpretation**. Such requests should be addressed to:

Alisha Willett  
Purchasing Office  
280 North College  
Fayetteville, AR 72701

Any such interpretation will be made by written addenda. Washington County will not be responsible for any explanation or interpretation of proposed documents other than by such written addenda. Any addenda will be acknowledged in the proposal and will become a part of the Request for Proposal. Failure to acknowledge in the proposal all addenda issued may constitute grounds for rejection of that proposal.

### 2.2 PROPOSALS

The vendor's response to Washington County's Request for Proposal should include one set of original documents plus four (4) copies.

All proposals should be irrevocable for sixty (60) days after the time for proposal opening. **All responses must follow the exact numerical sequence of the RFP and be referenced by the paragraph number.**

### 2.2 SIGNATURE ON PROPOSALS

Each proposal must be signed in ink and include the full business address of the vendor. Proposals signed by partnerships must be signed in the partnership name by one or more of the general partners. Proposals by a corporation must be signed by an officer of the corporation or other person authorized to bind the corporation to the proposal. The names and titles of all persons signing shall be typed or printed below their signatures.

### 2.4 PROPOSAL – SUBMITTAL AND OPENING

All proposals shall be sealed in opaque envelopes or packages that are clearly marked with the name of the company, address of the company, and RFP 2016-02 and addressed to:

Alisha Willett  
Purchasing Office – 5<sup>th</sup> Floor  
280 North College  
Fayetteville, AR 72701

**All proposals, whether mailed or hand delivered, must be received by the County at the above address no later than Monday, October 3, 2016 at 12:00pm. This shall be the official proposal closing date and time.**

Method of delivery is at the sole discretion and risk of the vendor. Vendors mailing their proposals should allow sufficient time to insure receipt of their proposals by the time specified. **The vendor's response should include ONE (1) SET OF ORIGINAL COPY READY DOCUMENTS PLUS FOUR (4) COPIES.**

Proposals will be opened at **2:00 pm, Monday, October 3, 2016**, at 280 No. College, 5<sup>th</sup> Floor Conference Room, Fayetteville, Arkansas, 72701.

## **2.5 ERRORS IN PROPOSAL**

Each vendor must carefully examine his proposal prior to submission. Failure to do so is at the vendor's risk. He is responsible for any errors therein. Claim of oversight is not a basis for allowing withdrawal of a proposal after opening. There shall be no erasures in any proposal. Any changes must be made by striking the portion to be changed with the change noted about the deleted portion, followed by the vendor's initials and date.

## **2.6 WITHDRAWAL OF PROPOSAL**

Proposals may be withdrawn any time prior to the time for the opening of proposals.

## **2.7 VENDOR CONTACTS AND PROPOSAL COSTS**

The vendor shall supply Washington County with the name, address, and phone number of individual(s) to whom questions and inquiries regarding the proposal are to be directed.

2.7.1 Washington County is not liable for any cost incurred by vendor in the preparation of proposal.

## **2.8 RESPONSE MATERIAL OWNERSHIP**

All material submitted in response to the Request for Proposal becomes property of Washington County.

## **2.9 EVALUATION OF PROPOSAL**

Washington County will evaluate each proposal to determine which is the lowest responsible proposal taking into consideration all relevant facts including, without limitation, quality, time of performance, probability of performance, and location.

Washington County reserves the right to reproduce, all or part of any proposal received from vendors.

Proposals will be evaluated according to the following criteria:

2.9.1 Overall completeness, clarity and quality for the proposal with regard to the information required by the RFP, as well as compliance with the terms, conditions and other provision within the RFP.

2.9.2 Overall ability of the vendor's proposal to completely satisfy Washington County's requirements and capabilities as set forth in the Request for Proposal.

2.9.3 All pricing information submitted in response to this RFP.

2.9.4 Vendor's previous background and experience relevant to the scope of this RFP.

**2.10 ACCEPTANCE OR REJECTION OF PROPOSAL**

Washington County reserves the right to waive informalities and to accept or reject any proposal submitted.

Each vendor must comply with the requirements contained in the Request for Proposal. Deviation from the requirements may result in rejection of a proposal.

Nonacceptance of any proposal will not imply any criticism of the proposal or convey an indication that the proposed equipment was deficient.

**2.11 NEGOTIATION OF PROPOSAL**

Washington County reserves the right to conduct negotiations with the Vendor to clarify any ambiguities and to ensure that the Vendor meets all specifications herein.

2.11.1 If Washington County is unable to negotiate to an acceptable conclusion, Washington County reserves the right to negotiate with the vendor determined by Washington County to have presented the second lowest and responsible proposal.

2.11.2 If multiple proposals are determined to be too close to justify negotiations with only one vendor, concurrent negotiations with more than one vendor may be held at Washington County's discretion.

Vendors are cautioned that Washington County is under no obligation whatsoever to conduct negotiations with any or all vendors, and reserves the right to award a contract based upon the technically lowest and most responsible proposal received without modifications or clarifications.

**2.12 CONTRACT REQUIREMENTS**

Washington County reserves the right to award a contract in whole or in part on any proposal. Contract will be awarded to those vendors whose proposals are determined to be the most advantageous to Washington County. Award of contract may be made without discussion after proposals are received. The contents of the proposal of the successful vendor will become contractual obligations in any ensuing contract.

**2.13 EXECUTIVE PRESENTATION**

Vendor presentation to Washington County is by invitation only. In the event a presentation is deemed necessary by Washington County, the vendors will be contacted to arrange a specific time to present their proposal. This shall be the only time vendors will present their proposal to Washington County; all other contact must be made through the previously designated Washington County personnel. All costs associated with such a visit will be the responsibility of the vendor.

**3. GENERAL CONDITIONS****3.1 BASIS FOR PROPOSAL**

By submitting a proposal to Washington County, each vendor warrants to Washington County that he has familiarized himself with, and has assumed full responsibility for becoming familiar with the nature and extent of the Request for Proposal, work, locality, and with all local conditions, federal, state, and local laws, ordinance, rules, and regulations that may in any manner affect vendor's performance and represents that he has correlated his study and observations with the requirements of the Request for Proposal. Washington County will assume no responsibility for any understanding or representations concerning conditions made by any of its employees or agents prior to the execution of the contract, unless included in the Request for Proposal, the specifications, by addendum, or related documents.

**3.2 VENDOR RESPONSIBILITY AS PRIME CONTRACTOR**

If a vendor's proposal includes equipment marketed by other vendors and the vendor proposes to supply that equipment to Washington County, the proposing vendor shall:

- 3.2.1 Act as prime contractor for procurement and maintenance of the equipment.
- 3.2.2 Be the sole point of contact with regard to contractual agreements, including payment of any and all charges resulting from the acquisition of the equipment.
- 3.2.3 Be responsible for ensuring that all equipment included in the proposal (whether supplied by said vendor or obtained in part or whole from other manufacturers and/or vendors) satisfies the specifications and requirements as set forth in said vendor's response to this Request for Proposal.

**3.4 TAXES**

Washington County is not exempt from state and local taxes.

**3.5 SUBCONTRACTORS**

Vendor declares that all interested principals are named herein; no other person or firm has any interest in the proposal or contract to be entered into; that this proposal is made without collusion with any other person, company, or party, submitting a proposal.

**3.6 AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY RESPONSIBILITIES**

Contractor, subcontractor and/or seller agrees that the performance of any work or sale pursuant to this bid is and shall in all respects be in strict compliance with all local, state and federal laws as well as such rules, regulations, ordinances, proclamations, demands, directive, executive orders or other requirements issued pursuant thereto by the municipal, state and federal governments and all subdivisions thereof which now govern or may thereafter govern the manufacture, sale or delivery of the Goods contemplated by this bid including but not limited to the provisions of (i) Sections 6, 7 and 12 of the Fair Labor Standards Act, as amended, and the regulations and executive orders issued thereunder, (ii) the Equal Employment Opportunity clause in Section 202 of Executive Order 11246, as amended, and the implementing rules and regulations (41 CFR, Part 60) and executive orders issued thereunder, (iii) the Affirmative Action Clauses and regulations of Section 503 of the Rehabilitation Act of 1973, as amended, and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, as amended, and executive orders issued thereunder, and (iv) all laws, interim and permanent standards, rules, regulations and executive orders of the Occupations Safety and Health Act and all state and federal laws and regulations relating to safety and health standards. Seller agrees upon request to furnish Buyer with a certificate of compliance relating to any such laws in such form as Buyer may require. Seller agrees to indemnify and hold harmless from any liability arising from any failure of the Goods purchased under this bid from complying with such laws and regulations.

**4. STANDARD TERMS AND CONDITIONS**

Listed below are Washington County's Standard Purchase Order Terms and Conditions which will be included as part of any contract as a result of this Request for Proposal if applicable. Any conditions duplicating or contrary to the terms stated in this section shall supersede and take precedence over said terms.

**4.1 ACCEPTANCE**

Acceptance of any Purchase Order if applicable, whether by written acknowledgement or by performance by Seller, shall be upon the terms and conditions hereof; no other terms or conditions shall be binding on the Buyer unless written approval thereof specifically referring to such other terms and conditions shall have been given to Seller.

**4.2 INVOICES**

Separate invoices shall be supplied for each Purchase Order shipment. Each invoice shall be itemized and shall show terms, discounts, date of shipment, and Purchase Order Number.

**4.3 DELIVERY**

Unless otherwise expressly provided, the Seller shall be obligated to make delivery to Buyer's premises as designated herein and all prices stated herein shall be for such delivery, free of all freight, transportation, drayage, boxing, and similar charges, which shall be prepaid for account of Seller, unless otherwise stated in writing by Buyer.

**4.4 CANCELLATION**

Buyer reserves the right to cancel all or any part of the undelivered portion of this Purchase Order if Seller does not make deliveries specified, time being of the essence of this contract, or if Seller breaches any of the terms hereof, including without limitation, the warranties of Seller. Partial shipments must be identified as such on shipping memoranda and invoices.

**4.5 DECLINE IN PRICES**

Buyer shall be protected in the event of declining prices on the undelivered portion of this Purchase Order. If prices decline for items ordered, Seller may elect to meet price reductions of other vendors or its own lower prices to other purchasers, but if Seller should refuse to do so, Buyer shall have the right to cancel any or all of the balance due on this Purchase Order without cost to Buyer.

**4.6 FORCE MAJEURE**

Seller shall not be liable for any delay or failure to deliver any or all of the goods covered by this Purchase Order in the event of delay or failure caused by governmental regulations, labor disputes, strikes, war, riots, insurrection, civil commotion, mobilization, explosion, fire, flood, accident, storm, or any act of God, failure of crops or supplies, delays of common carriers, embargoes, or other causes beyond Buyer's control if they render it impracticable for Buyer to receive or use the goods on a timely basis. Where only a part of Seller's capacity to perform is excused under this paragraph, Seller must allocate production and deliveries among the various customers then under contract for similar goods during the period. The allocation must be made in a fair and equitable manner. Where either Seller or Buyer claims an excuse for nonperformance under this paragraph, it must give notice in writing to the other party. Seller shall not be obligated to sell, nor Buyer obligated to purchase, at a later date, that portion of the goods that Seller is unable to deliver or Buyer is unable to receive or use because of any of the aforementioned causes. No goods are to be tendered by Seller after the expiration of the terms specified in this Purchase Order without consent of Buyer.

**4.7 WARRANTY**

Seller warrants that all articles and services covered by this Purchase Order will conform to drawings, specifications, or samples and will be merchantable and of good material and workmanship, free from all defects, and suitable for the use intended. All articles will be subject to Buyer's inspection and rejection at the place of delivery. Defective articles may be returned to the Seller for full credit or replacement at the Seller's risk and expense, including transportation charges, both ways, but no defective articles shall be replaced without formal replacement order signed by the Buyer.

**4.8 ASSIGNMENT**

Neither party shall assign or transfer this Purchase Order without the written consent of the other.

**4.9 INDEMNITY**

Seller warrants that goods furnished under this Purchase Order do not infringe any patent, trademark, or trade name, or copyright and agrees to indemnify and save harmless Buyer or its vendees from any and all claims, suits, liabilities, damages, losses, or expenses incurred by Buyer or its vendees by reason of any alleged infringement of any such rights. Seller shall indemnify and hold harmless Washington County and its agents and employees from and against all claims, damages, losses, and expenses, including attorney's fees, arising out of or resulting from the performance of the Work, caused in whole or in part by any act

or omission of seller, any Subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a party



indemnified hereunder. In any and all claims against Washington County or any of its agents or employees by any employee of Seller, any Subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation under this paragraph shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for Seller or any Subcontractor under Worker's Compensation Acts, disability benefit acts, or other employee benefit acts.

#### **4.10 BUYER'S PROPERTY**

Any property of Buyer in Seller's active or constructive possession or custody hereunder will be at Seller's risk, and Seller agrees to reimburse Buyer for any loss or damage to such property however caused.

#### **4.11 COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS**

By acceptance hereof, Seller warrants:

- (a) that all of the goods, merchandise and materials delivered and services rendered hereunder will have been produced and provided in compliance with all requirements of the Fair Labor Standards Act of 1938, as amended, and
- (b) that all goods, materials, and equipment delivered hereunder shall comply with the applicable federal standards prescribed by the Occupational Safety and Health Act of 1970, or as amended, and
- (c) that Seller will comply with all applicable laws, rules, and regulations of federal, state, and local governments and agencies, thereof, including Executive Orders 11246, 11701, and Section 503 of Public Law 93-112 (The Rehabilitation Act of 1973), which are hereby incorporated by reference, unless this Purchase Order is exempt pursuant to said Executive Orders, or Act, and the regulations issued thereunder.

#### **4.12 WORKER'S COMPENSATION, EMPLOYER'S LIABILITY, AND PUBLIC LIABILITY**

When work is performed on Buyer's premises, Seller agrees to carry at Seller's own expense:

- (a) Worker's Compensation and employee's Liability Insurance
- (b) General Liability (including Contractual Liability and Products Liability/Completed Operations) Insurance and , Auto Liability Insurance in amounts no less than \$500,000 per occurrence. Insurance certificates of such coverage shall be submitted to Buyer as a part of the RFP.

#### **4.13 INSOLVENCY**

If Seller shall become insolvent, file a petition in bankruptcy, or shall make an assignment for the benefit of creditors, or if a receiver or trustee shall be appointed of or for any of Seller's property or business, the Purchase Order may be canceled at Buyer's option without liability.

#### **4.14 TAXES**

Seller agrees to cooperate with Buyer in opposing the imposition of any tax on any article covered by this Purchase Order, the legality of which is questioned by Buyer, and in securing any abatement or any refund thereof sought by Buyer.

#### **4.15 FOREIGN SHIPMENTS**

Foreign shipments must be preceded by execution of form Consular Invoice. At time of shipment, Ocean Bills of Lading, Consular Invoice, and Commercial invoices, in triplicate, shall be forwarded directly to Washington County.

#### **4.16 PURCHASE ORDER**

This Purchase Order shall be governed by the laws of the State of Arkansas.

**4.17 ALTERATION AND MISBRANDING**

Seller warrants that all materials covered by this Purchase Order are not altered or misbranded within the meaning of the Federal Food, Drug, and Cosmetic Act; not an article which may not, under provision of Section 404 or 505 of said act, be introduced into interstate commerce, and not adulterated or misbranded within the meaning of the pure food and drug laws or the ordinances of any state or city which are applicable to such shipment or delivery, and Seller hereby agrees to indemnify and save the Buyer harmless against Buyer by any lawful government authority or by any person on account of any alleged adulteration or misbranding by Seller of any such material referred to above. Seller does not guarantee against any such material becoming adulterated or misbranded after delivery to Buyer by reason of causes beyond Seller's control.

**4.18 EXISTING CONTRACT**

If this Purchase Order is issued as shipping instruction pursuant to the terms of an existing contract between Buyer and Seller, this Purchase Order shall be governed exclusively by the terms of said existing contract.

**5. PROPOSAL ORGANIZATION****5.1 PROPOSAL ORGANIZATION**

The Vendor's proposal must be organized in the following sequence. Respond to all questions and requested information within the Request for Proposal. Responses to those articles which require further explanation must reference the corresponding section and item number.

Item 1: Proposal Specifications (Section 7)

Item 2: Proposal Summary Sheet (Section 8) must be organized in same order as Exhibit A.

Item 3: Vendor authorization sheet (Section 9)

Each vendors proposal should be submitted along with four (4) copies marked as follows:

**“PROPOSAL #2016-02 LIFE/AD&D INS.**

Provide straightforward and concise explanations, and capabilities, placing emphasis on the completeness and clarity of content. Respond to all questions and requested information within this Request for Proposal. Your response should refer to the actual question or request (use the location identifiers present in the Request for Proposal). These acknowledgements should be included on the "Response Sheet". Proposals must be valid for no less than sixty (60) days following the proposal opening.

Proposal should be prepared simply and economically (1 original copy ready, and 4 copies). There is no intent to limit the content of any proposal, therefore, any additional information deemed necessary to present a better understanding of the proposal will be accepted.

## 6. PROPOSAL RESPONSE REQUIREMENTS

### 6.1 PRICE SCHEDULE

Vendor must submit an itemized pricing schedule for each proposal. This pricing schedule should be listed in the same order as exhibit A and should include:

- 6.1.1 Cost of “optional features”, if any, available to Washington County or necessary to meet Washington County’s requirements.

## 7. PROPOSAL SPECIFICATIONS

- 7.1 Vendor must offer a comprehensive program for LIFE/AD&D according to the current plan specifications (see exhibit #A). **The Life level will be established at 1 ½ annual salary to a maximum per position of \$50,000. Optional employee purchase for individual additional life insurance should be included in the proposal.** Any deviation in plan coverage must be noted in the proposal.
- 7.2 Vendor must submit sample copies of the Group Policy and Certificates of Benefits which govern the LIFE/AD&D coverage.
- 7.3 The term of the agreement will be January 1, 2016- December 31, 2016. A two (2) year rate lock is preferred by the County, if available.
- 7.4 Vendor shall submit it’s most current A.M. Best rating Report representing an independent opinion from the leading provider of insurer ratings of a company’s financial strength and ability to meet it’s obligations to policyholders.

## 8. PROPOSAL SUMMARY SHEET

- 8.1 All cost of the RFP should be included in this section. Optional features may be offered but, Washington County can not consider any options/prices not submitted with vendors proposal.

9. VENDOR AUTHORIZATION

TO:

WASHINGTON COUNTY, ARKANSAS

The undersigned purposes to meet or exceed all specification as outlined in the Request for Proposal for LIFE/AD&D insurance.

The vendor's name, signature and title of an authorized agent of the vendor duly empowered to enter into and make binding agreements on vendor's behalf are executed below.

Name of Firm: \_\_\_\_\_

Contact Person: \_\_\_\_\_ Title: \_\_\_\_\_

E-Mail: \_\_\_\_\_ Phone: \_\_\_\_\_

Business Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
(print authorized name or agent or sales representative)

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
(print authorized name or agent or sales representative)

# VOLUNTARY LONG-TERM DISABILITY INSURANCE BENEFITS SUMMARY



## For Employees of Washington County, Arkansas

<b>ELIGIBILITY - ALL ELIGIBLE EMPLOYEES</b>	
<b>Eligibility Requirement</b>	You must be actively at work (able to perform all normal duties of your job) to be eligible for coverage.
<b>Minimum Work Hours</b>	You must be working a minimum of 30 hours per week to be eligible for coverage.
<b>Coverage Payment</b>	You pay 100% of the premium for this coverage through easy payroll deduction.
<b>BENEFITS</b>	
<b>Benefits Begin (Elimination Period)</b>	If you become disabled, there is an elimination period before benefits are payable. Your benefits begin 90 days after the onset of your disabling injury or illness.
<b>Monthly Benefit</b>	Your benefit is equivalent to 60% of your before-tax monthly earnings, not to exceed the plan's maximum monthly benefit amount less other income sources.
<b>Maximum Benefit Period</b>	If you become disabled prior to age 62, benefits are payable to age 65 or your Social Security Normal Retirement Age. At age 62 (and older), the benefit period will be based on a reduced duration schedule.
<b>Maximum Monthly Benefit</b>	\$5,000
<b>Minimum Monthly Benefit</b>	\$100 / 10%
<b>DEFINITIONS</b>	
<b>Definition of Disability</b>	<p>Disability and disabled mean that because of an injury or illness, a significant change in your mental or functional abilities has occurred, for which you are:</p> <ul style="list-style-type: none"> <li>▪ Prevented from performing at least one of the material duties of your regular occupation during the first 24 months of disability and after 24 months are unable to perform all of the material duties of any gainful occupation; and</li> <li>▪ During the first 24 months of disability are unable to generate current earnings which exceed 99% of your monthly earnings from your regular occupation, and after 24 months if partially disabled, are unable to generate current earnings which exceed 85% of your monthly earnings from any gainful occupation.</li> </ul> <p>You can be totally or partially disabled during the elimination period.</p>
<b>Definition of Monthly Earnings</b>	Monthly earnings for salaried employees is based on your gross annual salary in effect prior to the onset of disability. Monthly earnings for hourly employees is based on your average hourly rate of pay in effect prior to the onset of disability. These earnings are used to determine your benefit in the event of claim. Earnings may include commissions, bonuses, overtime or differentials.
<b>FEATURES</b>	
<b>Partial Disability Benefits</b>	If you become disabled and can work part-time (but not full-time), you may be eligible for partial disability benefits, which will help supplement your income until you are able to return to work full-time. Additional benefits for family care expenses for eligible family members are also available while receiving partial disability benefits.
<b>Vocational Rehabilitation Benefit</b>	If you become disabled and participate in the vocational rehabilitation program, which offers services that help you return to work and ability, you will be eligible for a monthly benefit increase of 5%.
<b>Survivor Benefit</b>	If you pass away while receiving long-term disability benefits, your benefits will be provided to your beneficiaries for a period of time after your death.
<b>Waiver of Premium</b>	The premium for your long-term disability coverage is waived while you are receiving benefits.
<b>Alcohol &amp; Drug Abuse</b>	For disabilities related to drug and alcohol abuse, benefits are available for up to 24 months.
<b>Mental Disorders</b>	For disabilities related to mental disorders, benefits are available for up to 24 months.

**FEATURES (CONTINUED)**

*Note: Additional information about the benefits and features of this plan will be included in the summary of coverage, which you will receive after enrolling, and in the certificate booklet, available from your employer. Please contact your employer if you have questions prior to enrolling.*

**EXCLUSIONS & LIMITATIONS**

<b>Pre-existing Conditions Exclusion</b>	Disabilities that occur during the first 12 months of coverage due to a pre-existing condition during the 6 months prior to coverage are excluded.
<b>Other Exclusions</b>	Information about other exclusions for this plan will be included in the certificate booklet, available from your employer. Please contact your employer if you have questions prior to enrolling.

*This information describes some of the features of the benefits plan. Benefits may not be available in all states. Please refer to the certificate booklet for a full explanation of the plan's benefits, exclusions, limitations and reductions. Should there be any discrepancy between the certificate booklet and this outline, the certificate booklet will prevail. Benefits availability is subject to final acceptance and approval of the group application by Mutual of Omaha. Long-term disability insurance is underwritten by Mutual of Omaha Insurance Company or United of Omaha Life Insurance Company. Mutual of Omaha Insurance Company is licensed in all 50 states. United of Omaha Life Insurance Company is licensed in all states but New York. In New York, Mutual of Omaha Insurance Company underwrites the plan. Policy Form Number 7000GM-MU-EZ 2001.*

# VOLUNTARY TERM LIFE AND AD&D INSURANCE BENEFITS SUMMARY



For Employees of Washington County, Arkansas

## ELIGIBILITY - ALL ELIGIBLE EMPLOYEES

<b>Eligibility Requirement</b>	You must be actively at work (able to perform all normal duties of your job) to be eligible for coverage.
<b>Dependent Eligibility Requirements</b>	To be eligible for coverage, your dependents must be able to perform normal activities and not be confined (at home, in a hospital, or in any other care facility).
<b>Minimum Work Hours</b>	You must be working a minimum of 30 hours per week to be eligible for coverage.
<b>Coverage Payment</b>	You pay 100% of the premium for this coverage through easy payroll deduction.

## COVERAGE GUIDELINES

	<b>Employee</b>	<b>Spouse</b>	<b>Child(ren)</b>
<b>Minimum</b>	\$10,000	\$5,000	\$2,000
<b>Maximum</b>	5X annual salary, up to \$120,000	50% of employee's benefit, up to \$100,000	50% of employee's benefit, up to \$10,000
<b>Guarantee Issue Amount</b>	5X annual salary, up to \$120,000	100% of employee's benefit, up to \$50,000	100% of employee's benefit, up to \$10,000

*Note: Subject to any reductions shown below, Guarantee Issue means the amount of insurance applied for which does not require evidence of insurability. Guarantee Issue is available to New Hires only. For New Hires, coverage amounts over the Guarantee Issue Amount will require a health application/evidence of insurability. For Late Entrants, all coverage amounts will require a health application/evidence of insurability.*

## BENEFITS

<b>Life Insurance Benefit Amount</b>	<p>Within the coverage guidelines defined above, you select the amount of life insurance coverage you want.</p> <p>This plan includes the option to select coverage for your spouse and dependent child(ren). Children include those 14 days old, up to age 21 (25 if a full-time student).</p> <p><i>Note: In the event of death, the benefit paid will equal the benefit amount after any age reductions less any living care/accelerated death benefits previously paid under this plan.</i></p>
<b>Accidental Death &amp; Dismemberment (AD&amp;D) Benefit Amount</b>	<p>Within the coverage guidelines defined in the "AD&amp;D Coverage Selection and Premium Calculation" section that follows, you select the amount of AD&amp;D coverage that you want for yourself, your spouse and your dependent child(ren).</p> <p>AD&amp;D coverage is available if you or your dependents are injured or die as a result of an accident, and the injury or death is independent of sickness and all other causes. The benefit amount depends on the type of loss incurred, and is either all or a portion of the Principal Sum.</p>

## FEATURES

<b>Living Care/Accelerated Death Benefit</b>	80% of the amount of the life insurance benefit is available to you if terminally ill, not to exceed \$120,000.
<b>Waiver of Premium</b>	If it is determined that you are totally disabled, your life insurance benefit will continue without payment of premium, subject to certain conditions.
<b>Annual Benefit Amount Increase</b>	If you enroll for even the minimum amount of coverage during your initial enrollment, you have the ability to enroll for additional coverage at your next enrollment, up to the Guarantee Issue Amount. This feature allows you to secure additional life insurance protection in the event your needs change (ex. you get married or have a child).
<b>Additional AD&amp;D Benefits</b>	In addition to basic AD&D benefits, you are protected by the following benefits: - Seat Belt    - Airbag    - Paralysis
<b>Portability</b>	The portability feature allows you to continue this insurance for yourself and your dependents (if applicable) should your employment end, subject to the terms of eligibility defined in the policy, without having to provide evidence of insurability (information about your health).

**FEATURES (CONTINUED)****Conversion**

If your employment ends, you may apply for an individual life insurance policy from Mutual of Omaha without having to provide evidence of insurability (information about your health). You will be responsible for the premium for the coverage.

*Note: Additional information about the benefits and features of this plan will be included in the summary of coverage, which you will receive after enrolling, and in the certificate booklet, available from your employer. Please contact your employer if you have questions prior to enrolling.*

**AGE REDUCTIONS AND EXCLUSIONS**

Your life insurance benefits and guarantee issue amounts are subject to age reductions. At age 65, amounts reduce to 65%. At age 70+, amounts reduce to 50%. Spouse coverage terminates at age 70. Coverage terminates at retirement.

Life insurance benefits will not be paid if the insured's death is the result of suicide within two years from the date of issue (the date coverage begins) of this coverage. If this occurs, the sum of the premiums paid will be returned to the beneficiary. The same applies for any future increases in coverage under this plan.

Information about the AD&D exclusions for this plan will be included in the summary of coverage, which you will receive after enrolling.

Please contact your employer if you have questions prior to enrolling.

*This information describes some of the features of the benefits plan. Benefits may not be available in all states. Please refer to the certificate booklet for a full explanation of the plan's benefits, exclusions, limitations and reductions. Should there be any discrepancy between the certificate booklet and this outline, the certificate booklet will prevail. Benefits availability is subject to final acceptance and approval of the group application by Mutual of Omaha. Term life insurance and accidental death & dismemberment insurance are underwritten by United of Omaha Life Insurance Company, Mutual of Omaha Plaza, Omaha, Nebraska 68175. United of Omaha Life Insurance Company is licensed in every state except New York. Term Life Policy Form Number 7000GM-C-EZ-2001. AD&D Policy Form Number 7000M-M-EZ 2001.*



## TERM LIFE AND AD&D INSURANCE BENEFITS SUMMARY



For Employees of Washington County, Arkansas

### ELIGIBILITY - ALL ELIGIBLE EMPLOYEES

<b>Eligibility Requirement</b>	You must be actively at work (able to perform all normal duties of your job) to be eligible for coverage.
<b>Dependent Eligibility Requirements</b>	To be eligible for coverage, your dependents must be able to perform normal activities and not be confined (at home, in a hospital, or in any other care facility).
<b>Minimum Work Hours</b>	You must be working a minimum of 30 hours per week to be eligible for coverage.
<b>Coverage Payment</b>	Your employer pays 100% of the premium for this coverage.

### GUARANTEE ISSUE AMOUNT(\$)

<b>For You</b>	\$50,000
<b>For Your Spouse</b>	\$10,000
<b>For Your Dependent Child(ren)</b>	\$5,000

*Note: Subject to any reductions shown below, guarantee issue means the amount of insurance applied for which does not require evidence of insurability. Guarantee Issue is available to New Hires only. For New Hires, coverage amounts over the Guarantee Issue Amount will require a health application/evidence of insurability. For Late Entrants, all coverage amounts will require a health application/evidence of insurability.*

### BENEFITS

<b>Life Insurance Benefit Amount</b>	<p>For You: An amount equal to 1.5times your annual salary, up to \$50,000*</p> <p>For Your Spouse: \$10,000</p> <p>For Your Dependent Child(ren): \$5,000**</p> <p><i>* In the event of death, the benefit paid will equal the benefit amount after any age reductions less any living care/accelerated death benefits previously paid under this plan.</i></p> <p><i>**The child(ren) Benefit Amount listed applies to children age six months to the limiting age of the plan only. A different benefit amount may apply to any child(ren) while they are under the age of six months. Please contact your employer benefits administrator for additional information.</i></p>
<b>Accidental Death &amp; Dismemberment (AD&amp;D) Benefit Amount</b>	For You: The Principal Sum amount is equal to the amount of life insurance benefit.

### FEATURES

<b>Living Care/Accelerated Death Benefit</b>	80% of the amount of the life insurance benefit is available to you if terminally ill, not to exceed \$100,000.
<b>Waiver of Premium</b>	If it is determined that you are totally disabled, your life insurance benefit will continue without payment of premium, subject to certain conditions.
<b>Additional AD&amp;D Benefits</b>	In addition to basic AD&D benefits, you are protected by the following benefits: - Seat Belt                                      - Airbag                                      - Paralysis
<b>Travel Assistance</b>	The Travel Assistance program is an added benefit that provides assistance for your travels over 100 miles away from home or outside the country.
<b>Employee Assistance Program (EAP)</b>	The EAP program provides you and your loved ones access to trained professionals and resources for assistance with personal and workplace issues.
<b>Portability</b>	The portability feature allows you to continue this insurance for yourself and your dependents (if applicable) should your employment end, subject to the terms of eligibility defined in the policy, without having to provide evidence of insurability (information about your health).
<b>Conversion</b>	If your employment ends, you may apply for an individual life insurance policy from Mutual of Omaha without having to provide evidence of insurability (information about your health). You will be responsible for the premium for the coverage.

*Note: Additional information about the benefits and features of this plan will be included in the summary of coverage, which you will receive after enrolling, and in the certificate booklet, available from your employer. Please contact your employer if you have questions prior to enrolling.*

**AGE REDUCTIONS AND EXCLUSIONS**

Your life insurance benefits and guarantee issue amounts are subject to age reductions. At age 65, amounts reduce to 65%. At age 70+, amounts reduce to 50%. Spouse coverage terminates at age 70. Coverage terminates at retirement.

Information about the AD&D exclusions for this plan will be included in the summary of coverage, which you will receive after enrolling.

Please contact your employer if you have questions prior to enrolling.

*This information describes some of the features of the benefits plan. Benefits may not be available in all states. Please refer to the certificate booklet for a full explanation of the plan's benefits, exclusions, limitations and reductions. Should there be any discrepancy between the certificate booklet and this outline, the certificate booklet will prevail. Term life insurance and accidental death & dismemberment insurance are underwritten by United of Omaha Life Insurance Company, Mutual of Omaha Plaza, Omaha, Nebraska 68175. United of Omaha Life Insurance Company is licensed in every state except New York. Term Life Policy Form Number 7000GM-C-EZ-2001. AD&D Policy Form Number 7000M-M-EZ 2001.*

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**EXHIBIT B**

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<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
M	3/6/1961	\$90,210.43	8/11/2010	\$50,000.00	\$120,000.00
M	12/13/1975	\$40,547.52	1/31/2005	\$50,000.00	\$120,000.00
M	7/29/1975	\$45,156.80	8/2/2003	\$50,000.00	\$120,000.00
M	5/4/1982	\$40,705.60	1/31/2005	\$50,000.00	\$120,000.00
F	3/19/1956	\$38,896.00	8/14/2000	\$50,000.00	
M	1/24/1961	\$32,884.80	8/1/2016	\$50,000.00	
F	8/18/1957	\$34,548.80	3/14/2011	\$50,000.00	\$10,000.00
F	5/21/1982	\$43,417.48	8/26/2008	\$50,000.00	\$120,000.00
M	10/23/1981	\$41,350.40	1/23/2012	\$50,000.00	\$120,000.00
F	6/6/1957	\$27,040.00	4/29/2013	\$41,000.00	\$30,000.00
M	10/24/1990	\$31,158.40	4/4/2016		
M	10/28/1978	\$26,582.40	2/17/2015	\$40,000.00	\$50,000.00
F	7/24/1961	\$70,826.86	8/5/1991	\$50,000.00	\$50,000.00
F	3/19/1972	\$49,920.00	6/27/1996	\$50,000.00	\$50,000.00
M	10/30/1971	\$48,089.60	5/18/2004	\$50,000.00	\$50,000.00
M	9/21/1991	\$31,158.40	12/31/2014	\$47,000.00	\$20,000.00
F	1/30/1976	\$33,363.20	6/22/2009	\$50,000.00	
M	8/23/1976	\$26,582.40	8/31/2015	\$40,000.00	\$10,000.00
M	12/24/1994	\$31,158.40	11/11/2013	\$47,000.00	\$120,000.00
F	7/4/1968	\$32,073.60	11/16/2009	\$49,000.00	\$50,000.00
M	6/10/1985	\$28,953.60	8/15/2013	\$44,000.00	\$20,000.00
F	5/29/1948	\$30,118.40	11/6/2000	\$30,000.00	\$45,500.00
F	4/13/1983	\$36,358.40	7/10/2006	\$50,000.00	
F	5/16/1991	\$26,582.40	9/9/2015	\$40,000.00	
F	9/2/1992	\$27,560.00	6/13/2016	\$42,000.00	
M	12/14/1992	\$36,192.00	5/16/2016	\$50,000.00	
F	3/5/1961	\$29,536.00	8/3/2015	\$45,000.00	
F	6/5/1969	\$35,900.80	11/22/2004	\$50,000.00	\$100,000.00
M	11/5/1996	\$31,158.40	4/11/2016		
F	1/22/1962	\$46,937.22	1/15/1981	\$50,000.00	\$80,000.00
F	6/11/1978	\$48,697.08	11/8/2004	\$50,000.00	\$120,000.00
F	4/23/1983	\$23,691.20	2/29/2016	\$36,000.00	\$50,000.00
F	6/22/1965	\$27,892.80	3/24/2008	\$42,000.00	\$20,000.00
M	3/14/1978	\$31,532.80	3/12/2012	\$48,000.00	\$120,000.00
M	7/17/1987	\$36,192.00	8/11/2014	\$50,000.00	
F	1/28/1985	\$26,124.80	2/3/2014	\$40,000.00	
M	7/30/1949	\$36,400.00	1/3/2012	\$33,000.00	\$4,225.00
F	11/18/1958	\$39,374.40	12/9/1997	\$50,000.00	\$50,000.00
F	4/4/1975	\$48,045.71	9/6/2006	\$50,000.00	\$110,000.00
F	7/1/1968	\$33,196.80	12/6/2010	\$50,000.00	
F	9/6/1989	\$33,529.60	4/7/2008	\$50,000.00	\$120,000.00
F	8/17/1976	\$33,945.60	8/18/2008	\$50,000.00	
M	11/13/1991	\$27,560.00	7/18/2016	\$42,000.00	
F	7/26/1956	\$61,305.75	1/11/1999	\$50,000.00	\$60,000.00
M	9/6/1957	\$35,817.60	6/3/2002	\$50,000.00	\$80,000.00
M	8/22/1990	\$31,158.40	7/22/2013	\$47,000.00	

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**EXHIBIT B**

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<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
M	11/6/1969	\$30,576.00	10/2/2009	\$46,000.00	
F	7/15/1992	\$24,876.80	7/6/2016	\$38,000.00	\$100,000.00
F	11/10/1950	\$47,361.60	1/1/1993	\$33,000.00	
F	10/17/1954	\$29,494.40	8/24/2009	\$45,000.00	
F	5/13/1976	\$28,953.60	12/30/2013	\$44,000.00	\$50,000.00
M	6/21/1959	\$33,384.00	1/23/2008	\$50,000.00	\$60,000.00
M	9/21/1960	\$31,158.40	11/19/2012	\$47,000.00	
M	8/8/1983	\$34,590.40	4/25/2011	\$50,000.00	\$120,000.00
M	10/26/1955	\$27,934.40	5/14/2013	\$42,000.00	\$50,000.00
F	3/1/1982	\$31,158.40	3/30/2015	\$47,000.00	\$50,000.00
M	6/21/1981	\$47,783.74	6/14/2004	\$50,000.00	\$50,000.00
F	2/20/1956	\$49,124.60	1/10/2011	\$50,000.00	
M	1/21/1992	\$29,057.60	9/30/2014	\$44,000.00	
F	6/8/1963	\$24,606.40	6/25/2012	\$37,000.00	\$30,000.00
M	6/17/1978	\$33,820.80	7/9/2012	\$50,000.00	
F	7/31/1986	\$32,406.40	8/11/2008	\$49,000.00	\$50,000.00
F	1/14/1978	\$41,350.40	10/3/2005	\$50,000.00	\$50,000.00
F	7/14/1959	\$36,192.00	1/22/2013	\$50,000.00	\$120,000.00
M	2/25/1952	\$34,174.40	5/2/2005	\$50,000.00	
F	1/16/1988	\$36,940.80	9/2/2008	\$50,000.00	\$100,000.00
M	3/4/1952	\$66,560.00	7/6/2015	\$50,000.00	
M	9/3/1963	\$41,350.40	8/8/2011	\$50,000.00	
M	6/14/1990	\$38,563.20	2/16/2009	\$50,000.00	
F	6/9/1969	\$26,998.40	8/4/2008	\$41,000.00	
M	8/11/1983	\$36,920.00	12/12/2011	\$50,000.00	\$50,000.00
M	12/4/1963	\$31,907.20	7/28/2014	\$48,000.00	
M	5/1/1958	\$43,388.80	1/3/1983	\$50,000.00	\$40,000.00
M	10/21/1977	\$26,582.40	12/1/2014	\$40,000.00	\$50,000.00
M	6/19/1961	\$51,147.53	9/11/2001	\$50,000.00	\$100,000.00
M	5/18/1987	\$34,195.20	7/9/2007	\$50,000.00	\$120,000.00
M	9/4/1959	\$36,192.00	7/18/2011	\$50,000.00	\$50,000.00
M	10/3/1959	\$73,437.18	7/16/1981	\$50,000.00	
F	5/17/1967	\$35,509.22	7/31/2006	\$50,000.00	
F	2/10/1984	\$35,588.80	7/6/2004		
F	3/23/1976	\$33,238.40	1/10/2005	\$50,000.00	\$120,000.00
F	7/4/1986	\$36,192.00	2/28/2011	\$50,000.00	\$120,000.00
M	7/24/1957	\$31,969.60	2/23/2011	\$48,000.00	\$100,000.00
M	12/11/1954	\$31,907.20	8/11/2010	\$48,000.00	
M	6/25/1957	\$30,035.20	7/9/2012	\$46,000.00	\$10,000.00
F	9/12/1950	\$31,990.40	1/19/2010	\$32,000.00	
M	4/9/1969	\$34,257.60	11/14/2007	\$50,000.00	\$10,000.00
M	1/16/1974	\$36,192.00	7/8/2013	\$50,000.00	
M	2/8/1989	\$36,920.00	5/31/2011	\$50,000.00	\$120,000.00
F	11/16/1991	\$33,342.40	4/15/2013	\$50,000.00	\$120,000.00
M	5/20/1975	\$36,192.00	6/3/2013	\$50,000.00	\$20,000.00
M	6/23/1983	\$36,275.20	2/2/2004		

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**EXHIBIT B**

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<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
F	4/25/1985	\$24,398.40	7/21/2015	\$37,000.00	
M	7/30/1985	\$49,798.00	4/6/2015	\$50,000.00	\$100,000.00
F	10/12/1984	\$31,158.40	9/15/2008	\$47,000.00	\$120,000.00
F	10/15/1986	\$30,014.40	8/1/2011	\$46,000.00	\$50,000.00
M	1/27/1956	\$31,158.40	6/8/2015	\$47,000.00	
M	6/13/1956	\$34,236.80	3/12/2007	\$50,000.00	
M	12/26/1964	\$41,475.20	1/29/2001	\$50,000.00	\$100,000.00
M	7/28/1969	\$43,763.20	4/4/2005	\$50,000.00	\$100,000.00
F	10/18/1978	\$28,496.00	4/25/2005	\$43,000.00	\$100,000.00
M	2/11/1983	\$31,158.40	7/21/2014	\$47,000.00	\$100,000.00
F	4/5/1951	\$38,188.80	4/14/2003	\$33,000.00	
F	9/7/1972	\$31,158.40	6/23/2014	\$47,000.00	\$20,000.00
M	11/20/1990	\$27,560.00	10/12/2015	\$47,000.00	\$100,000.00
F	2/7/1968	\$50,814.40	7/6/1998	\$50,000.00	\$100,000.00
F	8/7/1973	\$46,848.11	5/24/2004	\$50,000.00	\$50,000.00
F	8/25/1966	\$26,000.00	4/30/2012	\$39,000.00	\$100,000.00
M	7/25/1956	\$43,846.40	11/3/2003	\$50,000.00	\$100,000.00
F	3/12/1971	\$31,532.80	3/28/2011	\$48,000.00	
M	3/28/1958	\$31,033.60	12/28/2009	\$47,000.00	
M	8/16/1956	\$39,087.36	12/30/1997	\$50,000.00	\$50,000.00
F	2/27/1957	\$33,987.20	1/30/2004	\$50,000.00	\$80,000.00
F	9/23/1981	\$32,739.20	4/22/2013	\$50,000.00	
M	2/13/1976	\$38,771.20	3/27/1995	\$50,000.00	\$120,000.00
F	7/16/1963	\$78,795.00	10/16/2013	\$50,000.00	\$100,000.00
M	7/19/1989	\$32,073.60	8/17/2009	\$49,000.00	
F	8/14/1991	\$26,124.80	1/2/2014	\$40,000.00	\$10,000.00
F	3/27/1975	\$27,976.00	6/18/2012	\$42,000.00	\$120,000.00
F	2/19/1973	\$45,988.80	10/4/2004	\$50,000.00	\$120,000.00
M	8/22/1974	\$36,192.00	8/31/2015	\$50,000.00	\$20,000.00
F	9/14/1961	\$22,630.40	12/6/2004		
F	11/18/1986	\$24,876.80	7/5/2016	\$38,000.00	\$100,000.00
F	8/30/1981	\$35,900.80	10/18/2013	\$50,000.00	\$30,000.00
F	9/21/1986	\$27,976.00	11/26/2012		
M	2/26/1978	\$29,016.00	2/17/2012	\$44,000.00	
M	3/28/1989	\$31,782.40	12/26/2012	\$48,000.00	
M	12/1/1991	\$25,604.80	1/1/2016	\$39,000.00	\$100,000.00
F	1/13/1988	\$40,497.60	12/12/2007	\$50,000.00	\$20,000.00
M	2/1/1977	\$35,214.40	12/8/2014	\$50,000.00	\$40,000.00
M	6/10/1972	\$47,205.60	11/26/1997	\$50,000.00	
M	5/24/1982	\$37,876.80	12/27/2001	\$50,000.00	
M	7/30/1993	\$31,158.40	4/14/2014	\$47,000.00	
M	6/3/1954	\$36,379.20	2/28/2005	\$50,000.00	\$50,000.00
F	10/15/1978	\$57,071.87	1/20/2009	\$50,000.00	\$70,000.00
F	7/11/1971	\$38,147.20	9/9/2003	\$50,000.00	
F	8/29/1981	\$45,739.20	2/14/2005	\$50,000.00	\$100,000.00
F	9/9/1988	\$27,996.80	8/30/2010	\$42,000.00	\$120,000.00

<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
F	4/16/1980	\$30,035.20	7/26/2012	\$46,000.00	\$120,000.00
M	2/26/1959	\$69,293.48	7/16/1981	\$50,000.00	\$70,000.00
F	9/22/1960	\$50,568.34	1/8/2001	\$50,000.00	\$60,000.00
F	2/24/1958	\$42,806.40	1/31/2005	\$50,000.00	\$20,000.00
M	10/27/1941	\$36,524.80	7/24/1997	\$50,000.00	
F	3/19/1964	\$25,188.80	2/24/2011	\$38,000.00	\$20,000.00
F	10/28/1953	\$37,752.00	12/18/1995	\$50,000.00	
F	1/21/1956	\$40,185.60	6/24/1999	\$50,000.00	\$20,000.00
F	3/2/1997	\$27,560.00	8/10/2015	\$42,000.00	
F	4/10/1980	\$35,276.80	6/26/2006	\$50,000.00	
F	10/5/1965	\$33,051.20	4/16/2012	\$50,000.00	\$20,000.00
M	6/7/1971	\$43,417.48	2/27/2007	\$50,000.00	\$120,000.00
M	2/20/1955	\$26,582.40	9/14/2015	\$40,000.00	
F	11/7/1963	\$40,081.60	7/2/2001		
M	3/3/1983	\$27,560.00	3/28/2016		
F	8/24/1938	\$97,824.52	1/1/2009	\$50,000.00	
M	1/22/1956	\$43,388.80	1/1/1978	\$50,000.00	
M	10/21/1964	\$34,174.40	6/22/2011	\$50,000.00	
F	4/13/1970	\$38,313.60	1/2/2001	\$50,000.00	\$80,000.00
F	1/11/1963	\$25,604.80	10/5/2015	\$39,000.00	
F	8/12/1991	\$27,560.00	7/11/2016	\$42,000.00	
F	8/16/1985	\$45,843.20	7/25/2005	\$50,000.00	\$120,000.00
M	4/14/1975	\$46,862.40	1/27/2003	\$50,000.00	\$120,000.00
F	9/29/1952	\$38,188.80	6/29/2001	\$50,000.00	\$70,000.00
M	11/26/1959	\$22,380.80	10/26/2015	\$34,000.00	\$20,000.00
M	12/22/1986	\$25,604.80	6/29/2015	\$39,000.00	
M	1/27/1965	\$32,884.80	2/2/2015	\$50,000.00	\$100,000.00
F	5/27/1979	\$36,920.00	4/13/2009	\$50,000.00	\$120,000.00
M	7/3/1990	\$31,782.40	2/21/2011	\$48,000.00	\$120,000.00
M	7/8/1956	\$43,825.60	5/16/2005	\$50,000.00	
M	8/14/1990	\$27,560.00	1/15/2015	\$42,000.00	
M	1/25/1987	\$38,771.20	8/8/2005	\$50,000.00	\$120,000.00
M	10/15/1976	\$51,593.07	10/7/2002	\$50,000.00	\$120,000.00
F	4/13/1969	\$33,363.20	8/5/2013	\$50,000.00	\$50,000.00
M	10/14/1982	\$33,529.60	5/3/2010	\$50,000.00	
M	3/26/1986	\$32,884.80	1/1/2016	\$50,000.00	\$10,000.00
M	7/31/1978	\$42,905.12	4/7/2003	\$50,000.00	
M	6/13/1997	\$26,582.40	6/1/2016		
M	12/5/1981	\$38,771.20	12/1/2008	\$50,000.00	\$120,000.00
F	12/13/1980	\$27,976.00	8/20/2012	\$42,000.00	
M	4/12/1966	\$42,619.20	3/11/2002	\$50,000.00	\$100,000.00
M	3/24/1979	\$48,429.76	8/12/2002	\$50,000.00	\$50,000.00
M	11/8/1965	\$48,897.58	5/26/2003	\$50,000.00	\$50,000.00
M	3/20/1988	\$25,604.80	1/5/2015	\$39,000.00	\$50,000.00
M	7/27/1970	\$31,782.40	6/23/2014	\$48,000.00	\$20,000.00
F	7/26/1984	\$31,158.40	10/3/2011		

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**EXHIBIT B**

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<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
M	2/7/1988	\$31,158.40	5/12/2014	\$47,000.00	
F	9/20/1988	\$40,539.20	5/3/2010	\$50,000.00	\$120,000.00
M	2/3/1996	\$31,158.40	8/18/2014	\$47,000.00	\$100,000.00
F	8/16/1970	\$46,155.20	10/26/1992	\$50,000.00	\$80,000.00
F	8/30/1994	\$31,158.40	4/17/2015	\$47,000.00	
M	9/22/1981	\$26,582.40	3/31/2014	\$40,000.00	
F	9/2/1968	\$29,078.40	7/1/2013	\$44,000.00	
M	7/26/1982	\$36,192.00	1/26/2015	\$50,000.00	
M	6/11/1981	\$31,158.40	12/25/2012	\$47,000.00	
F	5/30/1959	\$37,939.20	1/19/1998	\$50,000.00	\$100,000.00
M	11/22/1988	\$31,158.40	9/2/2013	\$47,000.00	
M	9/17/1994	\$27,560.00	3/30/2016		
M	11/13/1995	\$27,560.00	3/21/2016		
F	9/7/1948	\$30,118.40	9/29/2003	\$30,000.00	\$13,000.00
M	3/12/1970	\$38,188.80	12/6/2004	\$50,000.00	
F	5/9/1968	\$33,529.60	5/12/2008	\$50,000.00	
F	1/29/1986	\$32,011.20	12/28/2009	\$49,000.00	
M	7/5/1961	\$49,296.00	1/18/1998	\$50,000.00	\$120,000.00
F	11/20/1984	\$39,166.40	8/13/2007	\$50,000.00	\$120,000.00
F	9/8/1978	\$26,000.00	6/4/2012	\$39,000.00	
M	8/25/1974	\$40,705.60	3/13/2000	\$50,000.00	\$120,000.00
M	5/27/1947	\$44,992.46	1/18/2005	\$33,000.00	\$13,000.00
F	2/15/1950	\$31,054.40	4/20/2009	\$31,000.00	
F	12/22/1983	\$33,488.00	5/3/2004	\$50,000.00	
M	8/3/1990	\$31,158.40	9/7/2015	\$47,000.00	
F	4/10/1992	\$32,697.60	5/9/2014	\$50,000.00	\$100,000.00
M	4/4/1981	\$39,353.60	12/20/2001	\$50,000.00	\$120,000.00
F	3/23/1964	\$33,062.80	8/1/2012	\$50,000.00	\$70,000.00
M	5/14/1993	\$31,782.40	8/8/2011	\$48,000.00	\$10,000.00
F	6/15/1957	\$28,745.60	8/10/2009	\$44,000.00	\$20,000.00
M	8/9/1955	\$39,041.60	8/16/1999	\$50,000.00	
M	8/10/1971	\$35,443.20	2/14/2005	\$50,000.00	\$120,000.00
F	11/4/1958	\$30,118.40	1/8/2001	\$46,000.00	
M	8/5/1982	\$43,180.80	7/16/2012	\$50,000.00	\$20,000.00
F	12/3/1989	\$42,806.40	4/4/2011	\$50,000.00	\$40,000.00
F	9/1/1947	\$33,696.00	12/5/2007	\$33,000.00	\$8,450.00
M	5/8/1958	\$29,702.40	6/20/2011	\$45,000.00	
M	6/17/1969	\$31,158.40	10/10/2014	\$47,000.00	
M	1/14/1959	\$97,824.52	4/7/2003	\$50,000.00	
M	1/14/1988	\$36,920.00	2/11/2010	\$50,000.00	\$120,000.00
M	4/9/1968	\$49,878.40	9/29/1995	\$50,000.00	\$70,000.00
F	7/17/1978	\$26,582.40	10/19/2015	\$40,000.00	\$50,000.00
M	3/18/1961	\$26,582.40	12/22/2015	\$40,000.00	\$10,000.00
M	10/30/1973	\$23,524.80	9/3/2013	\$36,000.00	\$50,000.00
M	6/2/1978	\$28,121.60	12/23/2014	\$43,000.00	\$100,000.00
M	7/23/1973	\$26,582.40	2/27/2015	\$40,000.00	\$50,000.00

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<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
M	2/2/1967	\$92,145.16	4/7/1997	\$50,000.00	
M	11/16/1972	\$92,145.16	1/2/2015	\$50,000.00	
M	10/11/1963	\$42,619.20	1/20/2004	\$50,000.00	\$80,000.00
M	12/17/1983	\$40,040.00	3/7/2011	\$50,000.00	\$70,000.00
F	9/12/1978	\$39,624.00	4/9/2007	\$50,000.00	\$120,000.00
F	2/13/1972	\$39,166.40	11/7/2005	\$50,000.00	
M	10/9/1955	\$32,635.20	1/24/2006	\$49,000.00	\$10,000.00
F	8/25/1967	\$43,417.48	1/20/1997	\$50,000.00	\$120,000.00
M	9/21/1964	\$47,153.60	2/23/1998	\$50,000.00	\$120,000.00
M	2/4/1991	\$38,563.20	8/31/2009	\$50,000.00	\$120,000.00
F	7/25/1979	\$31,616.00	3/10/2008	\$48,000.00	\$120,000.00
F	12/3/1981	\$40,601.60	3/22/2004	\$50,000.00	\$120,000.00
M	10/28/1958	\$29,702.40	3/16/2011	\$45,000.00	\$80,000.00
F	12/20/1985	\$30,451.20	6/6/2005	\$46,000.00	
M	4/30/1958	\$43,596.80	1/5/1999	\$50,000.00	\$10,000.00
M	10/19/1983	\$36,816.00	10/27/2003	\$50,000.00	\$120,000.00
M	7/22/1954	\$67,473.08	1/3/2005	\$50,000.00	
M	4/21/1976	\$33,342.40	7/21/2014	\$50,000.00	\$120,000.00
F	5/14/1995	\$31,158.40	10/14/2014	\$47,000.00	
F	3/13/1973	\$35,942.40	2/13/2006	\$50,000.00	
M	2/27/1973	\$31,803.20	1/14/2008	\$48,000.00	\$120,000.00
M	2/5/1986	\$36,192.00	6/14/2010	\$50,000.00	\$120,000.00
M	1/11/1960	\$33,196.80	4/12/2010	\$50,000.00	
M	11/9/1981	\$31,158.40	6/29/2015	\$47,000.00	\$100,000.00
M	12/27/1979	\$40,900.20	8/18/2003	\$50,000.00	\$120,000.00
F	1/7/1985	\$61,305.75	12/29/2005	\$50,000.00	\$120,000.00
M	12/1/1985	\$40,705.60	4/7/2008	\$50,000.00	\$120,000.00
M	8/31/1958	\$32,635.20	7/7/2006	\$49,000.00	\$50,000.00
M	4/16/1988	\$35,443.20	8/14/2006		
M	1/2/1964	\$32,635.20	8/13/2007	\$49,000.00	
F	8/21/1992	\$29,681.60	10/13/2015	\$45,000.00	
F	10/7/1970	\$34,195.20	6/25/2007	\$50,000.00	\$120,000.00
M	3/31/1972	\$43,347.20	2/1/2013	\$50,000.00	\$40,000.00
M	9/19/1991	\$26,582.40	3/30/2015	\$40,000.00	
F	3/5/1990	\$33,196.80	8/30/2010	\$50,000.00	
F	3/9/1988	\$38,771.20	12/5/2007	\$50,000.00	\$120,000.00
M	2/12/1996	\$27,560.00	9/7/2015	\$42,000.00	
F	10/17/1972	\$33,342.40	8/30/2004	\$50,000.00	\$120,000.00
M	9/10/1964	\$47,777.60	11/22/1999	\$50,000.00	
M	8/27/1977	\$26,124.80	2/10/2014	\$40,000.00	\$120,000.00
M	12/26/1971	\$52,439.59	1/19/1998	\$50,000.00	\$120,000.00
F	3/3/1965	\$31,865.60	5/3/2010	\$48,000.00	\$50,000.00
M	6/14/1971	\$26,582.40	6/29/2015	\$40,000.00	
M	12/17/1989	\$26,582.40	9/28/2015	\$40,000.00	\$50,000.00
F	9/16/1963	\$31,158.40	1/13/2014	\$47,000.00	
M	2/14/1955	\$46,800.00	10/19/1998	\$50,000.00	



<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
M	8/2/1951	\$40,417.22	7/1/2009	\$33,000.00	
F	10/17/1978	\$28,953.60	12/16/2013	\$44,000.00	\$30,000.00
F	11/14/1973	\$32,198.40	11/28/2012	\$49,000.00	\$120,000.00
M	8/24/1987	\$26,894.40	11/25/2013	\$41,000.00	\$50,000.00
F	3/30/1990	\$25,604.80	6/22/2015	\$39,000.00	
M	7/4/1956	\$29,681.60	4/12/2013	\$45,000.00	\$20,000.00
M	8/16/1984	\$41,329.60	7/31/2006	\$50,000.00	
M	1/1/1971	\$34,257.60	6/18/2007	\$50,000.00	
F	1/14/1972	\$32,385.60	2/5/2007	\$49,000.00	\$110,000.00
M	7/25/1974	\$50,502.40	2/17/1999	\$50,000.00	\$120,000.00
F	3/7/1970	\$30,430.40	8/1/2011	\$46,000.00	\$40,000.00
F	9/7/1984	\$38,771.20	1/17/2005	\$50,000.00	\$120,000.00
F	10/15/1953	\$29,078.40	4/27/2015	\$44,000.00	
F	7/15/1981	\$30,284.80	8/3/2009	\$46,000.00	\$50,000.00
M	5/11/1976	\$34,195.20	2/22/2006	\$50,000.00	\$120,000.00
F	8/2/1988	\$33,529.60	6/30/2008	\$50,000.00	\$50,000.00
F	6/4/1966	\$23,691.20	6/25/2015	\$36,000.00	\$10,000.00
M	7/15/1951	\$45,717.93	6/28/2010	\$33,000.00	
F	8/26/1975	\$47,048.39	8/1/2012	\$50,000.00	\$20,000.00
F	8/24/1953	\$25,896.00	1/2/2013	\$39,000.00	
F	9/18/1980	\$26,894.40	7/22/2013	\$41,000.00	\$30,000.00
F	7/3/1981	\$92,145.16	5/13/2002	\$50,000.00	\$50,000.00
M	11/29/1969	\$50,585.60	3/16/1998	\$50,000.00	\$40,000.00
M	6/28/1974	\$37,460.80	10/6/2008	\$50,000.00	
M	5/29/1966	\$56,872.67	2/3/1997	\$50,000.00	\$120,000.00
M	11/26/1961	\$36,192.00	2/4/2013	\$50,000.00	\$20,000.00
M	9/12/1978	\$31,969.60	10/28/2011	\$48,000.00	\$120,000.00
F	9/26/1982	\$33,051.20	10/12/2011	\$50,000.00	
F	10/12/1992	\$25,604.80	5/9/2016		
M	7/5/1980	\$43,971.20	8/16/2004	\$50,000.00	
M	11/12/1984	\$33,696.00	11/26/2007	\$50,000.00	\$120,000.00
M	5/22/1968	\$55,647.45	3/20/2000	\$50,000.00	\$70,000.00
M	7/29/1977	\$29,702.40	6/27/2011	\$45,000.00	
F	3/7/1957	\$59,613.83	8/16/1990	\$50,000.00	\$20,000.00
M	12/9/1987	\$37,065.60	6/26/2006	\$50,000.00	
F	3/24/1954	\$30,971.20	11/3/2008	\$47,000.00	
F	11/7/1969	\$27,560.00	1/20/2015	\$42,000.00	
F	6/9/1989	\$28,059.20	2/4/2013	\$43,000.00	\$20,000.00
F	6/8/1971	\$29,681.60	8/17/2015	\$45,000.00	\$50,000.00
F	4/25/1981	\$28,433.60	5/21/2012	\$43,000.00	\$100,000.00
M	11/7/1982	\$36,192.00	8/7/2014	\$50,000.00	\$20,000.00
F	7/29/1968	\$39,122.30	5/21/2012	\$50,000.00	\$50,000.00
F	2/4/1993	\$25,147.20	11/17/2014	\$38,000.00	
F	1/6/1977	\$36,275.20	1/19/2012	\$50,000.00	\$120,000.00
F	8/19/1977	\$52,706.91	1/19/1998	\$50,000.00	\$80,000.00
M	5/15/1975	\$45,884.80	1/8/2001	\$50,000.00	\$80,000.00

<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
M	11/19/1985	\$38,771.20	8/13/2007	\$50,000.00	\$120,000.00
F	9/2/1964	\$55,952.00	4/6/2015	\$50,000.00	
M	4/18/1991	\$36,996.25	8/27/2012	\$50,000.00	\$120,000.00
M	5/27/1969	\$58,677.09	2/8/1990	\$50,000.00	\$80,000.00
M	8/3/1971	\$38,313.60	12/27/2004	\$50,000.00	\$120,000.00
M	2/15/1986	\$26,582.40	3/30/2015	\$40,000.00	\$50,000.00
M	9/12/1976	\$51,064.00	7/6/1998	\$50,000.00	\$120,000.00
M	7/8/1961	\$27,123.20	7/2/2014	\$41,000.00	\$40,000.00
M	8/3/1969	\$47,008.00	4/29/1998	\$50,000.00	\$80,000.00
M	11/5/1993	\$36,192.00	11/19/2012	\$50,000.00	\$120,000.00
F	5/26/1989	\$29,785.60	8/11/2008	\$45,000.00	\$120,000.00
F	2/1/1974	\$34,444.80	4/8/2013	\$50,000.00	\$20,000.00
F	7/6/1957	\$28,496.00	5/14/2014	\$43,000.00	\$60,000.00
M	8/1/1954	\$27,123.20	1/31/2014	\$41,000.00	
M	11/17/1970	\$35,000.00	4/4/2011	\$50,000.00	
F	9/9/1985	\$30,700.80	8/2/2010	\$47,000.00	\$120,000.00
M	7/28/1982	\$36,192.00	12/26/2012	\$50,000.00	\$100,000.00
F	8/28/1972	\$26,582.40	5/2/2011	\$40,000.00	\$100,000.00
M	2/19/1962	\$41,017.60	6/2/2009	\$50,000.00	
M	12/26/1988	\$28,787.20	7/19/2010	\$44,000.00	\$120,000.00
F	8/23/1984	\$24,648.00	4/27/2015	\$37,000.00	\$50,000.00
F	7/21/1978	\$25,604.80	5/13/2014	\$39,000.00	
F	5/8/1985	\$35,027.20	8/11/2008	\$50,000.00	
F	1/21/1947	\$30,784.00	2/13/2007	\$31,000.00	
F	6/14/1972	\$31,137.60	7/25/2005	\$47,000.00	\$120,000.00
F	1/22/1970	\$32,697.60	5/11/2015	\$50,000.00	
F	11/7/1973	\$28,496.00	8/25/2008	\$43,000.00	\$20,000.00
M	6/17/1994	\$30,035.20	8/27/2012	\$46,000.00	
M	2/24/1995	\$27,560.00	8/15/2016	\$42,000.00	
M	2/16/1976	\$36,192.00	3/24/2014	\$50,000.00	\$100,000.00
M	5/28/1980	\$36,192.00	5/23/2016		
M	8/30/1990	\$31,782.40	11/15/2010	\$48,000.00	
M	7/26/1966	\$36,628.80	6/18/2001	\$50,000.00	\$30,000.00
M	8/13/1986	\$29,016.00	10/8/2012	\$44,000.00	\$120,000.00
M	7/30/1984	\$37,294.40	1/2/2006	\$50,000.00	\$120,000.00
M	7/30/1984	\$32,240.00	2/13/2006	\$49,000.00	\$120,000.00
M	9/26/1961	\$50,606.40	2/2/1998	\$50,000.00	
M	9/9/1986	\$37,752.00	2/17/2006	\$50,000.00	\$120,000.00
M	4/13/1966	\$92,145.16	1/1/2010	\$50,000.00	\$120,000.00
M	9/14/1967	\$26,582.40	8/31/2015	\$40,000.00	\$100,000.00
M	5/22/1962	\$45,689.72	5/2/2005	\$50,000.00	
M	7/31/1995	\$26,582.40	8/1/2016	\$40,000.00	\$100,000.00
M	4/19/1987	\$31,158.40	3/18/2013	\$47,000.00	\$120,000.00
M	12/23/1964	\$48,474.32	11/9/1993	\$50,000.00	\$120,000.00
M	5/31/1970	\$40,705.60	5/26/1999	\$50,000.00	\$110,000.00
F	7/9/1993	\$31,158.40	6/29/2015	\$47,000.00	\$50,000.00

**EXHIBIT B**

<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
M	7/11/1990	\$33,529.60	7/21/2008	\$50,000.00	\$50,000.00
F	12/10/1985	\$25,604.80	5/19/2014	\$39,000.00	\$10,000.00
F	11/27/1979	\$38,771.20	8/23/2005	\$50,000.00	\$110,000.00
F	9/8/1962	\$26,894.40	1/2/2013	\$41,000.00	\$100,000.00
F	12/22/1988	\$24,648.00	12/21/2015	\$37,000.00	\$80,000.00
F	2/28/1980	\$37,356.80	8/11/2003	\$50,000.00	\$70,000.00
M	9/24/1939	\$51,958.40	5/1/1998	\$50,000.00	
M	10/3/1992	\$27,560.00	4/7/2014	\$42,000.00	\$20,000.00
M	8/17/1964	\$26,582.40	2/19/2015	\$40,000.00	
F	11/3/1965	\$39,457.60	7/25/2001	\$50,000.00	\$120,000.00
M	9/26/1976	\$45,884.80	6/18/2001	\$50,000.00	
F	12/28/1982	\$32,697.60	9/24/2007	\$50,000.00	\$70,000.00
F	10/13/1985	\$35,796.80	12/30/2008	\$50,000.00	
F	12/30/1976	\$54,177.18	6/29/2001	\$50,000.00	\$50,000.00
F	9/25/1972	\$32,219.20	1/29/2007	\$49,000.00	\$120,000.00
F	5/13/1971	\$37,003.20	1/2/2008	\$50,000.00	
M	6/15/1968	\$26,582.40	9/14/2015	\$40,000.00	
F	5/6/1980	\$26,124.80	2/3/2014	\$40,000.00	\$10,000.00
M	8/30/1995	\$27,560.00	11/16/2015	\$47,000.00	\$20,000.00
F	8/12/1961	\$34,673.60	12/19/2005	\$50,000.00	
M	6/24/1970	\$49,587.20	3/3/2003	\$50,000.00	\$50,000.00
F	6/6/1990	\$49,798.00	12/7/2015	\$50,000.00	\$50,000.00
M	8/19/1995	\$36,192.00	8/11/2014	\$50,000.00	\$100,000.00
M	7/1/1965	\$34,881.60	8/27/2001	\$50,000.00	
M	3/12/1972	\$42,390.40	5/11/2009	\$50,000.00	\$100,000.00
M	6/28/1988	\$49,798.00	1/11/2016	\$50,000.00	\$120,000.00
M	5/28/1984	\$39,811.20	6/16/2003	\$50,000.00	\$20,000.00
F	8/19/1954	\$33,945.60	8/16/2006	\$50,000.00	
M	4/21/1982	\$31,158.40	6/15/2015	\$47,000.00	
F	11/17/1993	\$24,648.00	1/26/2015	\$37,000.00	\$50,000.00
M	1/22/1954	\$34,361.60	3/20/2006	\$50,000.00	
M	8/11/1985	\$34,694.40	6/5/2012	\$50,000.00	
F	5/9/1942	\$49,485.69	1/2/2001	\$50,000.00	
M	1/11/1991	\$31,158.40	12/30/2013	\$47,000.00	
M	1/20/1972	\$57,886.40	6/9/2015	\$50,000.00	
F	8/18/1959	\$31,179.20	5/7/2007	\$47,000.00	\$50,000.00
M	4/3/1970	\$43,596.80	3/27/2000	\$50,000.00	\$50,000.00
F	9/28/1977	\$26,270.40	2/1/2016	\$40,000.00	\$20,000.00
M	8/26/1979	\$36,920.00	1/21/2008	\$50,000.00	
F	9/25/1975	\$42,259.09	7/11/2005	\$50,000.00	\$120,000.00
M	2/3/1989	\$29,078.40	7/5/2016		
F	8/8/1953	\$24,648.00	2/9/2015	\$37,000.00	
F	7/28/1954	\$44,491.20	2/12/1990	\$50,000.00	
F	5/10/1979	\$29,057.60	2/8/2010	\$44,000.00	\$120,000.00
M	12/8/1977	\$37,544.00	8/29/2005	\$50,000.00	\$120,000.00
M	12/19/1971	\$31,158.40	2/16/2015	\$47,000.00	

<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
F	3/27/1988	\$25,604.80	1/26/2016	\$39,000.00	
M	5/7/1963	\$46,238.40	2/3/1998	\$50,000.00	\$100,000.00
F	10/5/1961	\$43,804.80	2/5/2001	\$50,000.00	\$30,000.00
M	1/22/1988	\$31,200.00	8/29/2006	\$47,000.00	\$120,000.00
F	6/7/1977	\$30,284.80	5/28/2014	\$46,000.00	\$20,000.00
M	6/7/1973	\$40,497.60	12/1/2006	\$50,000.00	\$120,000.00
M	2/16/1989	\$32,635.20	10/8/2007	\$49,000.00	
M	7/25/1985	\$38,771.20	4/16/2007	\$50,000.00	\$120,000.00
M	6/15/1965	\$42,806.40	1/19/2012	\$50,000.00	\$50,000.00
M	10/21/1964	\$32,780.80	7/18/2013	\$50,000.00	
M	2/18/1971	\$52,127.71	3/22/1995	\$50,000.00	\$120,000.00
F	1/30/1968	\$31,865.60	8/2/2010	\$48,000.00	
F	2/16/1987	\$31,158.40	7/13/2015	\$47,000.00	\$20,000.00
M	11/14/1985	\$40,726.40	2/13/2006	\$50,000.00	
M	8/29/1994	\$36,192.00	7/28/2014	\$50,000.00	\$20,000.00
M	6/29/1949	\$65,678.06	12/1/1975	\$33,000.00	\$65,000.00
F	12/6/1973	\$27,040.00	3/2/2015	\$41,000.00	\$10,000.00
M	9/7/1960	\$59,044.13	1/13/2014	\$50,000.00	
M	7/18/1985	\$33,820.80	8/27/2012	\$50,000.00	\$100,000.00
M	10/25/1988	\$33,529.60	3/10/2008	\$50,000.00	\$50,000.00
F	8/21/1980	\$53,709.36	4/14/2005	\$50,000.00	\$120,000.00
M	11/12/1971	\$47,828.29	3/23/1998	\$50,000.00	\$80,000.00
M	8/31/1983	\$31,158.40	8/17/2015	\$47,000.00	\$100,000.00
M	2/25/1985	\$32,884.80	1/9/2012	\$50,000.00	\$100,000.00
F	1/14/1960	\$31,782.40	1/9/2012	\$48,000.00	\$50,000.00
F	6/28/1957	\$35,006.40	7/1/1991	\$50,000.00	
M	12/10/1977	\$42,092.54	10/29/2012	\$50,000.00	\$120,000.00
F	9/30/1996	\$27,560.00	9/25/2015	\$42,000.00	\$20,000.00
M	9/10/1971	\$38,064.00	5/16/2005	\$50,000.00	
M	12/28/1992	\$31,158.40	12/10/2012	\$47,000.00	
F	8/9/1970	\$22,380.80	4/28/2016		
M	12/12/1959	\$32,635.20	9/12/2005	\$49,000.00	
F	10/23/1959	\$49,868.85	9/14/1998	\$50,000.00	
F	2/8/1952	\$44,158.40	4/4/1994	\$50,000.00	
M	3/3/1993	\$28,953.60	11/19/2013	\$44,000.00	\$100,000.00
M	11/14/1969	\$43,388.80	10/10/2005	\$50,000.00	
M	10/5/1983	\$44,179.20	2/2/2004	\$50,000.00	\$120,000.00
M	7/30/1956	\$64,675.12	1/13/1999	\$50,000.00	\$50,000.00
M	6/10/1983	\$38,729.60	3/13/2006	\$50,000.00	\$120,000.00
M	6/8/1948	\$92,145.16	1/1/2001	\$33,000.00	
M	10/28/1960	\$26,582.40	7/6/2015	\$40,000.00	
M	11/30/1994	\$27,560.00	12/4/2015	\$42,000.00	
F	8/27/1986	\$38,771.20	8/14/2006	\$50,000.00	
F	10/11/1987	\$40,123.20	2/27/2013	\$50,000.00	
F	1/16/1972	\$30,534.40	7/29/2008	\$46,000.00	\$50,000.00
F	2/15/1995	\$31,158.40	12/23/2014	\$47,000.00	\$100,000.00

<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
F	4/8/1991	\$30,076.80	1/12/2015	\$46,000.00	
M	7/17/1989	\$31,158.40	4/29/2013	\$47,000.00	
F	10/4/1981	\$29,057.60	9/24/2012	\$44,000.00	\$120,000.00
M	3/13/1997	\$27,560.00	10/12/2015	\$42,000.00	\$10,000.00
F	6/25/1966	\$47,507.20	8/17/1995	\$50,000.00	\$50,000.00
M	7/20/1958	\$37,481.60	3/10/2008	\$50,000.00	\$50,000.00
M	10/1/1980	\$28,121.60	11/3/2014	\$43,000.00	
F	3/13/1968	\$50,078.25	10/1/2000	\$50,000.00	
M	9/21/1978	\$38,771.20	1/29/2007	\$50,000.00	
F	8/28/1983	\$31,158.40	5/9/2016		
F	6/19/1990	\$31,782.40	8/7/2014	\$48,000.00	\$20,000.00
M	7/27/1980	\$31,158.40	3/16/2015	\$47,000.00	\$50,000.00
M	11/23/1990	\$31,158.40	6/29/2015	\$47,000.00	
M	10/29/1978	\$46,176.00	7/19/2004	\$50,000.00	\$120,000.00
M	8/9/1994	\$26,582.40	5/26/2015	\$40,000.00	
F	2/13/1974	\$39,187.20	9/5/1995	\$50,000.00	\$120,000.00
F	4/30/1990	\$31,158.40	8/10/2015	\$47,000.00	
F	3/14/1990	\$29,681.60	1/18/2011	\$45,000.00	
M	2/10/1982	\$34,195.20	1/15/2007	\$50,000.00	
F	5/15/1977	\$47,528.00	6/11/1997	\$50,000.00	\$50,000.00
F	9/14/1966	\$40,456.00	8/26/1984	\$50,000.00	
M	11/20/1964	\$26,582.40	1/27/2016	\$40,000.00	
F	7/22/1967	\$33,633.60	1/4/2010	\$50,000.00	
M	7/9/1989	\$26,582.40	9/14/2015	\$40,000.00	
F	1/30/1982	\$27,372.80	2/2/2009	\$42,000.00	\$20,000.00
F	7/7/1988	\$30,035.20	4/9/2012		
M	11/20/1975	\$29,702.40	3/21/2011	\$45,000.00	\$120,000.00
M	10/18/1973	\$30,576.00	11/2/2009	\$46,000.00	
M	8/16/1956	\$30,638.40	3/29/2010		
M	2/3/1968	\$33,529.60	6/1/2009	\$50,000.00	\$20,000.00
M	9/6/1996	\$31,158.40	1/11/2016	\$47,000.00	\$50,000.00
F	11/25/1955	\$26,000.00	3/26/2012	\$39,000.00	
M	6/21/1987	\$31,782.40	8/9/2011	\$48,000.00	\$120,000.00
F	1/5/1951	\$33,904.00	6/16/2003	\$33,000.00	
M	9/13/1975	\$30,576.00	2/26/2009	\$46,000.00	\$50,000.00
M	1/15/1988	\$27,560.00	5/12/2014	\$42,000.00	
F	4/20/1966	\$12,324.00	2/11/2016	\$19,000.00	
M	5/23/1955	\$50,991.60	1/30/1997	\$50,000.00	\$20,000.00
M	8/25/1968	\$40,248.00	7/4/2005	\$50,000.00	
M	10/28/1976	\$34,964.80	1/26/2009	\$50,000.00	\$120,000.00
M	2/6/1991	\$27,560.00	7/18/2016	\$42,000.00	
M	4/29/1979	\$33,196.80	2/19/2010	\$50,000.00	\$70,000.00
M	2/19/1993	\$27,560.00	11/16/2015	\$42,000.00	\$20,000.00
F	2/21/1968	\$47,403.20	9/5/1995	\$50,000.00	\$80,000.00
M	5/7/1966	\$44,262.40	4/20/1998	\$50,000.00	\$100,000.00
M	2/21/1985	\$41,225.60	9/6/2004	\$50,000.00	\$50,000.00

<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
F	5/23/1978	\$29,016.00	10/31/2011	\$44,000.00	\$10,000.00
M	5/11/1957	\$38,916.80	9/12/1996	\$50,000.00	
M	1/23/1974	\$31,158.40	12/17/2012	\$47,000.00	\$100,000.00
F	9/3/1960	\$48,652.53	7/22/2002	\$50,000.00	\$50,000.00
F	12/12/1989	\$31,158.40	10/14/2014	\$47,000.00	
M	5/18/1958	\$50,477.00	4/7/1996	\$50,000.00	\$30,000.00
F	3/26/1995	\$27,560.00	1/15/2016	\$42,000.00	\$20,000.00
F	2/26/1979	\$36,192.00	5/2/2011	\$50,000.00	\$120,000.00
M	6/12/1979	\$36,920.00	8/8/2011	\$50,000.00	\$120,000.00
M	8/1/1954	\$45,198.40	6/16/1988	\$50,000.00	\$50,000.00
F	4/27/1971	\$37,440.00	6/8/1998	\$50,000.00	\$50,000.00
M	4/10/1997	\$27,560.00	1/11/2016	\$42,000.00	\$60,000.00
M	7/22/1979	\$41,475.20	7/12/2004	\$50,000.00	\$100,000.00
F	3/15/1988	\$30,076.80	8/8/2011	\$46,000.00	\$10,000.00
M	4/28/1989	\$36,192.00	6/1/2011	\$50,000.00	\$120,000.00
M	4/29/1969	\$92,145.16	1/1/2013	\$50,000.00	
F	3/15/1983	\$31,158.40	3/9/2015	\$47,000.00	\$10,000.00
M	4/14/1985	\$29,702.40	7/5/2011	\$45,000.00	
M	4/10/1987	\$52,956.00	2/26/2014	\$50,000.00	\$100,000.00
F	11/16/1982	\$43,409.60	5/18/2006	\$50,000.00	\$120,000.00
M	7/24/1975	\$31,158.40	8/17/2015	\$47,000.00	\$120,000.00
M	1/23/1976	\$38,188.80	2/6/2012	\$50,000.00	\$100,000.00
F	6/19/1979	\$41,816.74	10/20/2003	\$50,000.00	\$20,000.00
M	1/6/1984	\$36,920.00	7/8/2008	\$50,000.00	
F	4/13/1995	\$31,158.40	8/10/2015	\$47,000.00	
M	10/28/1993	\$36,192.00	9/29/2014	\$50,000.00	\$30,000.00
F	7/2/1983	\$41,308.80	12/4/2006	\$50,000.00	\$50,000.00
M	3/20/1984	\$26,124.80	9/15/2014	\$40,000.00	\$90,000.00
F	10/21/1974	\$32,136.00	12/11/2000	\$49,000.00	
F	1/3/1977	\$57,886.40	2/3/2014	\$50,000.00	\$70,000.00
M	9/20/1991	\$31,158.40	4/7/2014	\$47,000.00	
F	11/10/1971	\$31,137.60	8/23/2005	\$47,000.00	\$30,000.00
M	4/7/1997	\$31,158.40	7/13/2015	\$47,000.00	
M	8/14/1968	\$31,345.60	1/9/2015	\$48,000.00	
F	8/1/1993	\$24,648.00	12/21/2015	\$37,000.00	\$10,000.00
M	10/7/1993	\$36,192.00	4/7/2014	\$50,000.00	\$50,000.00
M	4/16/1997	\$31,158.40	7/13/2015	\$47,000.00	
M	9/23/1990	\$31,158.40	9/1/2014	\$47,000.00	
F	11/23/1983	\$33,363.20	12/1/2008	\$50,000.00	
F	6/5/1975	\$46,480.72	1/19/2016	\$50,000.00	\$50,000.00
F	8/26/1984	\$37,003.20	5/29/2012	\$50,000.00	\$120,000.00
F	12/18/1960	\$31,969.60	4/15/2013	\$48,000.00	\$30,000.00
M	7/15/1979	\$53,137.72	5/12/2010	\$50,000.00	
M	8/13/1990	\$25,604.80	5/9/2016		
M	5/29/1962	\$26,582.40	2/1/2016	\$40,000.00	
F	1/17/1964	\$31,158.40	7/8/2013	\$47,000.00	\$20,000.00

<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
F	11/11/1974	\$47,984.23	12/30/1999	\$50,000.00	
M	7/27/1963	\$50,187.41	4/16/1997	\$50,000.00	
M	2/27/1980	\$60,777.60	1/3/2008	\$50,000.00	\$120,000.00
M	1/16/1987	\$34,860.80	12/1/2014	\$50,000.00	\$100,000.00
F	11/22/1991	\$27,560.00	3/3/2014	\$42,000.00	
M	3/27/1960	\$37,939.20	5/17/1999	\$50,000.00	\$30,000.00
M	5/20/1956	\$41,267.20	6/27/2016	\$50,000.00	
M	4/1/1961	\$29,848.00	12/27/2010	\$45,000.00	
F	6/4/1934	\$34,132.80	10/7/2003	\$50,000.00	
M	12/19/1953	\$34,881.60	9/7/2001	\$50,000.00	\$50,000.00
M	12/30/1982	\$43,840.74	5/3/2004	\$50,000.00	\$20,000.00
M	6/7/1994	\$31,158.40	8/31/2015	\$47,000.00	
M	4/20/1993	\$31,532.80	9/17/2012	\$48,000.00	\$50,000.00
M	2/8/1964	\$30,035.20	4/5/2012	\$46,000.00	
M	5/30/1988	\$31,782.40	1/17/2012	\$48,000.00	\$120,000.00
M	4/4/1980	\$26,582.40	1/4/2016	\$40,000.00	
F	9/6/1957	\$36,566.40	1/20/1997	\$50,000.00	
M	7/17/1989	\$33,051.20	5/3/2010	\$50,000.00	
F	8/22/1954	\$48,505.60	12/16/1986	\$50,000.00	\$50,000.00
M	11/11/1977	\$38,771.20	8/4/2008	\$50,000.00	\$120,000.00
F	4/11/1977	\$31,532.80	8/6/2012	\$48,000.00	\$120,000.00
M	2/20/1958	\$42,848.00	7/14/2003	\$50,000.00	\$60,000.00
F	3/1/1997	\$24,648.00	2/29/2016	\$37,000.00	
M	4/22/1963	\$53,664.00	9/28/2009	\$50,000.00	\$120,000.00
F	9/7/1968	\$34,195.20	11/26/2007	\$50,000.00	\$120,000.00
M	1/5/1985	\$29,016.00	1/19/2012	\$44,000.00	\$20,000.00
F	8/27/1982	\$36,067.20	8/28/2013	\$50,000.00	\$50,000.00
F	5/27/1961	\$26,998.40	4/15/2008	\$41,000.00	
M	8/28/1968	\$29,848.00	9/7/2010	\$45,000.00	\$50,000.00
M	10/29/1965	\$50,336.00	12/27/1993	\$50,000.00	\$120,000.00
M	2/19/1979	\$28,953.60	4/1/2013	\$44,000.00	
F	11/20/1990	\$28,953.60	4/2/2013	\$44,000.00	\$120,000.00
M	9/25/1973	\$38,396.80	6/28/2010	\$50,000.00	\$120,000.00
M	12/29/1965	\$26,582.40	6/2/2016		
M	8/22/1994	\$36,192.00	9/1/2014	\$50,000.00	\$20,000.00
M	12/6/1964	\$41,433.60	6/1/1993	\$50,000.00	
F	11/13/1983	\$28,496.00	8/31/2015	\$43,000.00	\$120,000.00
F	4/20/1981	\$37,024.00	1/26/2004	\$50,000.00	\$80,000.00
M	11/9/1953	\$49,836.80	8/12/1997	\$50,000.00	
F	5/15/1955	\$32,136.00	7/31/2000	\$49,000.00	
F	9/5/1984	\$29,515.20	1/2/2014	\$45,000.00	
M	10/15/1951	\$56,292.36	1/7/2002	\$50,000.00	\$30,000.00
M	1/27/1949	\$26,582.40	6/1/2016	\$26,000.00	
M	10/8/1990	\$27,560.00	3/28/2016		
M	5/14/1991	\$36,920.00	5/30/2011	\$50,000.00	\$120,000.00
F	3/31/1971	\$31,179.20	11/12/2013	\$47,000.00	

<u>Gender</u>	<u>DOB</u>	<u>Annual Base Salary</u>	<u>Hire Date</u>	<u>Life Benefit</u>	<u>Voluntary Life Member Benefit</u>
M	9/24/1961	\$52,728.00	11/10/2014	\$50,000.00	
M	4/8/1965	\$35,235.20	8/23/1999	\$50,000.00	\$120,000.00
M	2/25/1968	\$54,778.65	2/20/1995	\$50,000.00	
M	10/5/1954	\$52,936.00	11/5/2012	\$50,000.00	\$10,000.00
F	11/23/1980	\$40,851.20	4/2/2007	\$50,000.00	\$50,000.00
M	9/5/1986	\$36,192.00	4/2/2015	\$50,000.00	
M	5/1/1992	\$31,158.40	1/24/2014	\$47,000.00	\$20,000.00
M	11/8/1967	\$70,000.00	1/2/2015	\$50,000.00	
F	4/8/1966	\$28,059.20	5/5/2010	\$43,000.00	\$20,000.00