Other Great Benefits

Group Life Insurance

- $20,000 term life coverage for employee
- $5,000 term life for covered spouse
- $2,000 term life for each covered child

Long Term Disability

Additional Voluntary Life Insurance and Short Term Disability available

Flexible Spending Account – Pre-tax dollars for qualified medical and dependent daycare expenses

Deferred Compensation – Invest in retirement savings plan on a pre-tax basis

Holidays – 12 paid holidays per year

Retirement – Florida State Retirement System

- Pension Plan
  - Beginning 7/1/2011 – 3% pre tax employee contribution to FRS
  - Vesting: Prior to 7/1/2011 – 6 years employment in FRS
    Beginning 7/1/2011 – 8 years employment in FRS
- Investment Plan
  - Beginning 7/1/2011 – 3% pre tax employee contribution to FRS
  - Vesting: 1 year employment in FRS

Sick Leave – Accrue one day per month (1200 hours maximum)

Sick Leave Pool – May be eligible to donate hours into pool for use in case of prolonged illness.

Compassionate Leave – May be available

Vacation

<table>
<thead>
<tr>
<th>Years of Continuous Service</th>
<th>Number of Vacation Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 through 3 years</td>
<td>10 days</td>
</tr>
<tr>
<td>4 years less than 10 years</td>
<td>15 days</td>
</tr>
<tr>
<td>10 years or more</td>
<td>20 days</td>
</tr>
</tbody>
</table>

Birthday – One day off each year for your birthday
Pay Day – Biweekly payroll – Friday payday

Direct Deposit – Direct Deposit available in any ACH bank

For More Information Contact:

The Benefits Team
(904) 209-0635, Option 5