

Midland County Educational Service Agency

Employer Paid Benefits

Jefferson Pilot Financial

September 24, 2003

Group Life/A.D.&D.

Benefit: \$20,000 flat amount per eligible employee

Age Reduction Schedule: Benefits will reduce by 35% at age 65, an additional 25% of original amount at age 70, an additional 15% of original amount at age 75.

Features: Waiver of Premium, Accelerated Benefit, and Conversion included

Long Term Disability

Benefit Amount: 66 2/3% of Basic Monthly Earnings to a \$5,000 Monthly Maximum

Elimination Period: 90 Days

Duration of Benefits: To Age 65 (SSNRA)

Definition of Disability: 2-Year Own Occupation

Pre-Existing Condition Clause: 3/12 Month Clause

Integration/Benefit Reduction: Benefits reduce by full family social security and other industry standard income/offset sources.

Partial/Residual Benefit: Included

Mental/Nervous/Drug/Alcohol Disability Benefit: 24-Month Limitation

Survivor Benefit: 3-Month Benefit

This is not a contract nor does it act as a binder. Actual contract terms including rates, costs, and inception date are subject to approval and acceptance by the carrier selected.

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