

SCHEDULE "A"

CONSULTANT/BROKER FEE IN THE FIXED AMOUNT OF 17.5% OF VENDOR CONTRACTS PAID DIRECTLY TO NFP FORMERLY SHAWHANKINS, INC. IS "ALL INCLUSIVE" AND WILL INCLUDE ALL SCOPE OF SERVICE REQUIREMENTS, ANCILLIARY PRODUCTS, AND WILL REMAIN FIRM FOR THE CONTRACT DURATION. THE DISTRICT WILL ABSOLUTELY NOT PAY ANY "ADD ON" FEES OR "OUT OF POCKET FEES"

Benefit:	Provider/Underwriter:	"Fixed" Commission Paid from Benefit Provider directly to NFP formerly ShawHankins, Inc.
Dental	Ameritas	Self-Funded; 5% Ameritas: \$2.37/per employee; per month (Administration Fee)
Vision	Eyemed Direct, Insight Plan	15%
Short Term and Long-Term Disability	MetLife	Voluntary Short-Term : 9% Voluntary Long-Term: 9%
Basic Life Insurance and Voluntary Life Insurance	MetLife	Group Life: 0% Voluntary/AD&A: 9%
Ancillary Benefits (Hospital Indemnity, Cancer, Accident, Critical Care)	Unum	15%
Flexible Spending Account Administration	Continuon	\$3.75 per Participant per month No Implementation or Renewal Fees

Contractor Initials: *BS*