



Gallagher Benefit Services, Inc.

Compensation Proposal - 2015

Annual Consulting Fee	\$	60,900.00
Sun Life Voluntary Life Insurance Commission (projected)	\$	7,406.00
<small>*Based upon 2013 Actual</small>		
Medical Override Compensation from Carrier	\$	11,028.00
<small>*Based upon 2013 Actual</small>		
2015 Plan Year Total Compensation	\$	79,334.00

Note: If carrier overrides are earned, these overrides will be disclosed annually. Override compensation is paid by the carrier in addition to the above fees and is based on GBS's entire book of business with that carrier, not just one client.



Gallagher Benefit Services, Inc.

Compensation Proposal - 2014

Annual Consulting Fee	\$	59,900.00
Sun Life Voluntary Life Insurance Commission (projected)	\$	7,406.00
<small>*Based upon 2013 Actual</small>		
Medical Override Compensation from Carrier	\$	11,028.00
<small>*Based upon 2013 Actual</small>		
2014 Plan Year Total Compensation	\$	78,334.00

Note: If carrier overrides are earned, these overrides will be disclosed annually. Override compensation is paid by the carrier in addition to the above fees and is based on GBS's entire book of business with that carrier, not just one client.