

April,  
Please include Joey Leverette's analysis below in the Travis Rahn item.

Steve

**From:** Leverette, Joseph S  
**Sent:** Tuesday, December 04, 2018 1:58 PM  
**To:** Varvel, Steven C.  
**Subject:** RE: Travis Rahn

I have reviewed the job descriptions.

Yes, the positions would be considered substantially equivalent based on skills and duties.

**Joey Leverette / Gainesville Regional Utilities**  
Water Distribution & Wastewater Collection Director  
Office 352-393-1637

**From:** Varvel, Steven C.  
**Sent:** Monday, December 03, 2018 3:09 PM  
**To:** Cunningham, Anthony L <[CUNNINGHAAL@gru.com](mailto:CUNNINGHAAL@gru.com)>; Leverette, Joseph S <[LeveretteJS@gru.com](mailto:LeveretteJS@gru.com)>  
**Cc:** Kurtz, April L <[KurtzAL@cityofgainesville.org](mailto:KurtzAL@cityofgainesville.org)>; Hanskat, Lynda R. <[hanskatlr@cityofgainesville.org](mailto:hanskatlr@cityofgainesville.org)>  
**Subject:** RE: Travis Rahn

You all are the best, thanks,  
Steve

**From:** Cunningham, Anthony L  
**Sent:** Monday, December 03, 2018 3:08 PM  
**To:** Varvel, Steven C.; Leverette, Joseph S  
**Cc:** Kurtz, April L; Hanskat, Lynda R.  
**Subject:** Re: Travis Rahn

Steve,

Joey Leverette is reviewing and will get directly with you when completed.

Best Regards,  
Tony Cunningham  
Water and Wastewater Officer  
Gainesville Regional Utilities  
(352) 393-1615

On Dec 3, 2018, at 2:57 PM, Varvel, Steven C. <[varvelsc@cityofgainesville.org](mailto:varvelsc@cityofgainesville.org)> wrote:

Tony,

We have a disability retiree who is working for the City of Newberry in the wastewater division. Here are the two job descriptions (ours and Newberry's) who could look at the two and give us an opinion as to whether these are positions, not pay, but are the skillsets transferable? I am not going to make you rehire the employee, but we are considering whether, given his full-time employment, whether he meets the definition of a disability under our program.

Steve

**Gainesville.**  
**Citizen centered**  
**People empowered**

Steve Varvel | Risk Management Director  
Risk Management Department  
desk 352-393-8894 | fax 352-334-3102  
email [varvelsc@cityofgainesville.org](mailto:varvelsc@cityofgainesville.org)

Note: Under Florida public records law, most written communications to or from City officers and employees regarding City business are public records and are available to the public upon request. Your email communications may be subject to public disclosure.

<Service Operator 2573.doc>

<Job description formTECH1.docx>

## SERVICE OPERATOR

### NATURE OF WORK

Advanced technical, journey-level work performing physical maintenance and operation of specialized equipment for the construction of water and wastewater facilities and systems.

### CLASSIFICATION STANDARDS

Positions allocated to this classification report to a designated crew leader or supervisor but have the ability to work without supervision. Work in this class is distinguished from higher classes by its lack of overall supervisory responsibility and from lower classes by its ability to operate specialized equipment, advanced technical knowledge, ability to troubleshoot faulty systems, work independently, and to perform limited crew leader duties.

### EXAMPLES OF WORK \*\*

#### ESSENTIAL JOB FUNCTIONS

Performs all phases of construction, maintenance and repair of water and wastewater systems as required to ensure system reliability. May work in conjunction with other workers or independently without direct supervision.

Operates and maintains heavy construction equipment, including track excavators, rubber tire backhoes, bulldozers, front end loaders, cranes, low boys, and other heavy equipment used in the water and wastewater construction as designated by a supervisor.

Installs, maintains, and troubleshoots water and wastewater equipment such as back-flow devices, fire hydrants, manholes, meter systems, valves, and other associated water and wastewater equipment.

Performs advanced mechanical and technical work on pressurized lines including testing newly constructed service lines.

Operates and directs the set up of various water and wastewater equipment such as tapping machines, pipe saws, rodding equipment, televising, pipe grouting, and other equipment.

Participates physically and technically in advanced water and wastewater construction projects using concrete, bricks, and advanced technologies such as slip lining, pipe bursting, pipe jacking, and other construction related activities.

Responsible for supervising entries into confined spaces and excavations.

Participates in the selection, use, and placement, of traffic control and job site protection systems including non-entry rescue equipment, trench safety devices, ventilation systems, and materials handling equipment.

Performs various water and wastewater related duties as designated by a supervisor which may include but are not limited to, well point pump watch, stand-by duty, heavy equipment operation, and other duties which may be required to maintain the integrity of the water and wastewater system or any other GRU interests.

Will be required to respond under emergency conditions.

Attends work on a continuous and regular basis.

### **NON-ESSENTIAL JOB FUNCTIONS**

Performs general cleaning and cleanup in keeping work area neat and orderly.

May enter data onto work orders.

May perform data entry into computer.

May act in absence of crew leader.

May operate light, medium or heavy construction equipment.

Attends training and continuing education sessions.

May be required to transport, mix, handle or use hazardous materials (other than cans of gasoline, batteries, pumping fuel or access to normal janitorial cleaning materials) or may be responsible for facilities or equipment carrying current, fluids or gas that could endanger the public or other employees.

Performs other related work as required.

### **MINIMUM REQUIREMENTS**

Graduation from an accredited high school or possession of an acceptable equivalency diploma; must meet all requirements as established in the Apprentice Service Operator and Service Operator Trainee Progression-Through-Training-Programs (PTTP) through the Apprentice Service Operator level, and a minimum of two (2) years experience in water distribution or wastewater collection construction.

Note: copies of the Progression-Through-Training-Programs are available upon request..

### **LICENSES/CERTIFICATES**

Water Department: a valid State of Florida Department of Environmental Protection Level "3" Water Distribution License and a valid State of Florida Class "A" Commercial Driver License (CDL) are required at the time of appointment.

Water Reclamation Facilities and Wastewater Department: a Florida Water Pollution Control Operators' Association (FWPCOA) Wastewater Collections Class "C" Certificate and a valid State of Florida Class "A" Commercial Driver License (CDL) with tanker endorsement are required at the time of appointment.

### **NOTES**

Work requires physical strength and agility sufficient to safely perform heavy lifting, pushing, pulling, climbing, standing, squatting, and use of all manual and electric tools required to complete all work assignments.

Must communicate verbally, see physical surroundings, hear others, and demonstrate good communications skills.

Work may require exposure to hazardous conditions and noxious odors requiring the use of personal protective equipment.

Work may require performance of tasks in extreme heat and confined areas requiring the use of special equipment.

Work may require exposure to prolonged high noise levels requiring the use of personal protective equipment.

Work may require performance of tasks outdoors under varying climatic conditions.

Use of respiratory protective equipment may require the employee to be clean-shaven.

Supervisory experience may be required.

### **SELECTION FACTORS**

Considerable knowledge of Department of Transportation (DOT) rules and regulations on operation of construction equipment on roadways.

Considerable knowledge of departmental policies and procedures, including the General Operating and Maintenance Procedure Manual and Construction Manual.

Knowledge of Occupational Safety and Health Administration (OSHA) rules and regulations.

Skill in operation of assigned equipment.

Ability to make minor emergency repairs and adjustments to assigned equipment.

Ability to work effectively with co-workers and the general public.

Ability to maintain records and make reports.

Ability to read, understand, and work from engineering maps, drawings, blueprints, and sketches.

Ability to communicate effectively, both orally and in writing.

Experience in laboring work, including the use of tools and equipment used in maintenance, repair or construction work.

Human Resources Department: Signed original on file in Human Resources / 11/25/2008

Date

\*\* This section of the job description is not intended to be a comprehensive list of duties and responsibilities of the position. The omission of a specific job function does not absolve an employee from being required to perform additional tasks incidental to or inherent in the job.

REVISION DATE: 7/3/2002; 11/24/2008.

**Kurtz, April L**

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**From:** Deborah Starr <Deborah.Starr@ci.newberry.fl.us>  
**Sent:** Monday, December 3, 2018 2:30 PM  
**To:** Kurtz, April L  
**Subject:** Job description formTECH1.docx  
**Attachments:** Job description formTECH1.docx

Hello April,

Please see attached job description form for W/WW Tech I for Travis Rah

Thank you,

**Deborah Starr**

Director of Human Resources  
Risk Management  
25440 West Newberry Road  
City of Newberry  
Newberry, Florida 32669  
(352) 472-2161 Ext. 5  
[deborah.starr@ci.newberry.fl.us](mailto:deborah.starr@ci.newberry.fl.us)

# CITY OF NEWBERRY BOARD OF COMMISSIONERS

## JOB DESCRIPTION

<b>Job Title:</b>	Water/Wastewater Technician I	<b>Job Category:</b>	Distribution/Collection
<b>Department/Group:</b>	Water and Wastewater Operations	<b>FLSA Status:</b>	Non-Exempt
<b>Location:</b>	City of Newberry	<b>Bargaining Unit:</b>	None
<b>Division:</b>	Utilities	<b>Position Type:</b>	Full Time
<b>Reports To:</b>	Water/Wastewater Supervisor	<b>Revision:</b>	November 18, 2015
<b>Salary Range:</b>	\$14.77-\$20.68	<b>Pay Grade:</b>	18
<b>General Description:</b>			
<p>This is a skilled position requiring advanced working knowledge in the operation of a water distribution and wastewater collection system. Employee will work closely with other water/wastewater technician's and staff and will also use independent judgement in performing maintenance and repairs on equipment. The water/wastewater technician I installs and oversees the field installation of new water/sewer lines and valves, and provides heavy equipment support for projects in the distribution/collection systems and facilities. Work is performed under the general direction of and is reviewed and evaluated by the water/wastewater supervisor.</p>			
<b>Job Description</b>			
<b>ROLE AND RESPONSIBILITIES</b>			
<p>Assists in the repairs, testing, operating and performing preventative maintenance on water/wastewater lines, fire hydrants, air/vacuum relief devices, backflow preventers, lift stations and any other distribution or collection equipment.</p> <ul style="list-style-type: none"> <li>• Assists in the maintenance and repairs of gravity lines, force mains, lift stations, and plant facilities.</li> <li>• Repairs emergency minor and major water/sewer line breaks.</li> <li>• Operates heavy equipment such as a back-hoe, trencher, front end loader, dump truck and trailer, boring machine, air jetting compressors and valve machine.</li> <li>• Performs manual labor in a field environment while assisting with the installation and maintenance of the City's distribution and collection systems.</li> <li>• Responds to service requests for repairing and servicing routine and emergency water/wastewater system problems throughout the designated service area.</li> <li>• Completes and records all daily work orders assigned accurately, neatly and timely.</li> <li>• Will be required to correctly locate and flag City water and sewer lines and valves for private contractors and other utility companies to ensure against possible damage and update this information with the City to aid in the effective and efficient isolation of leaks and breaks.</li> <li>• Repairs asphalt paving, concrete, and sod where emergency work has taken place.</li> <li>• Accurately completes weekly maintenance records for vehicles and equipment.</li> <li>• Performs work in the making of wet and dry taps on water mains.</li> <li>• Demonstrates appropriate safety precautions and procedures for all assigned tasks.</li> <li>• Checks electrical equipment and systems for defects and/or malfunctions and performs necessary repairs.</li> <li>• Maintains an adequate stock of materials on the service vehicle to assure service repairs can be made efficiently and effectively; coordinates restocking with water/wastewater technician II.</li> <li>• Retains a clear and precise record of work performed.</li> </ul>			

# CITY OF NEWBERRY BOARD OF COMMISSIONERS

## JOB DESCRIPTION

- Ability in map making and recording information about water lines and valves throughout the distribution/collection system.
- Transports, hooks-up and operates mobile generators during power outages.
- Interacts with general public in matters dealing with customer complaints.
- Provides technical assistance and recommendations pertaining to the City's distribution and collection systems and its facilities.
- Regular attendance and the ability to work overtime, weekends or holidays is required

### QUALIFICATIONS AND EDUCATION REQUIREMENTS

- Graduation from a standard high school, vocational school or possession of an acceptable equivalency diploma.
- Must have at least two (2) years' experience in pipe lines repairs, meter reading, meter testing or other distribution/collection work is required.
- Possession of a Class "C" Water License and/or Class "C" Wastewater License and/or a level three (3) Distribution License issued by the State of Florida (FAC 62-602).
- Upon obtaining the Level "C" water and/or wastewater License any higher level license obtained while employed with the City is subject to a 5% pay increase pending Utility Directors approval.
- Must have or be able to obtain a Class "B" CDL with air brake endorsement with six (6) months of employment.
- Maintenance of Traffic (MOT) Intermediate Level Training Certification preferred or obtained as required.
- Must possess ability to use heavy equipment.
- This position may be subject to vaccines when necessary.

### PREFERRED SKILLS

- Considerable knowledge of the functions, servicing requirements and repairing of the City's distribution/collection system.
- Ability to enforce regulations and policies firmly, tactfully and impartially.
- Ability to communicate clearly and effectively, both orally and in writing.
- Knowledge of basic backflow and cross connection concepts in order to protect the public from potential contamination.
- Competent in working with computers and various programs.

### ADDITIONAL NOTES

This position requires moderate exposure or risk to physical health and/or physical safety (e.g. exposure to environmentally hazardous material, heavy equipment). Position requires bending/stooping, sitting, standing, crouching, walking, pulling, lifting, grasping, hearing, seeing up close, seeing far away, kneeling, reaching, pushing/pulling, talking, standing, climbing, repetitive motions, depth perception, balancing, squatting, working at heights. This position may require lifting up to 100 lbs. and carrying up to 100 lbs.

Reviewed By:		Date:	
Approved By:		Date:	
Last Updated By:		Date/Time:	

## Kurtz, April L

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**From:** Deborah Starr <Deborah.Starr@ci.newberry.fl.us>  
**Sent:** Thursday, November 29, 2018 5:27 PM  
**To:** Kurtz, April L  
**Subject:** RE: Employment Verification for Thomas Rahn  
**Attachments:** Job description formTRAINEE.DOCX

Hello April,

Travis Rahn's date of hire was 11-14-2016, his current annual salary is \$32,460.48 due to an increase in October 2018. Please see the attached for his position and job description and duties. Let me know if I can be of further assistance.

Thank you,

### Deborah Starr

Director of Human Resources  
Risk Management  
25440 West Newberry Road  
City of Newberry  
Newberry, Florida 32669  
(352) 472-2161 Ext. 5  
[deborah.starr@ci.newberry.fl.us](mailto:deborah.starr@ci.newberry.fl.us)

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**From:** Kurtz, April L <KurtzAL@cityofgainesville.org>  
**Sent:** Thursday, November 29, 2018 1:46 PM  
**To:** Deborah Starr <Deborah.Starr@ci.newberry.fl.us>  
**Subject:** Employment Verification for Thomas Rahn

Good afternoon Deborah,

Thomas Rahn is a disability retiree with the City of Gainesville. He filled out on his recertification paperwork that he is working for the City of Newberry earning an annual salary of \$31,824.00. Please confirm Mr. Rahn's dates of employment, annual salary, and provide a copy of his Position Description that lists his job duties and essential functions of his position.

You may return this information to me by email [kurtzal@cityofgainesville.org](mailto:kurtzal@cityofgainesville.org) or by fax 352-334-3102.

If you need any further information, please let me know.

Thank you,

April

**Gainesville.**  
**Citizen centered**  
**People empowered**

**April Kurtz, MBA, IPMA-SCP | Analyst**  
Risk Management Department  
desk 352-393-8577 | fax 352-334-3102  
email [kurtzal@cityofgainesville.org](mailto:kurtzal@cityofgainesville.org)

Note: Under Florida public records law, most written communications to or from City officers and employees regarding City business are public records and are available to the public upon request. Your email communications may be subject to public disclosure.

I am currently employed by City of Newberry Fl.

I am earning an annual salary of \$318240

I HEREBY CERTIFY THAT THE INFORMATION PROVIDED HEREIN IS TRUE AND COMPLETE. I UNDERSTAND THAT IT IS A CRIME FOR A PERSON WILLFULL AND KNOWINGLY TO MAKE, OR CAUSE TO BE MADE, OR TO ASSIST, CONSPIRE WITH, OR URGE ANOTHER TO MAKE, OR CAUSE TO BE MADE, ANY FALSE, FRAUDULENT, OR MISLEADING OR WRITTEN STATEMENT OR WITHHOLD OR CONCEAL MATERIAL INFORMATION TO OBTAIN ANY BENEFIT AVAILABLE UNDER THE PENSION PLAN. IN ADDITION TO ANY APPLICABLE CRIMINAL PENALY UPON CONVICTION FOR A VIOLATION DESCRIBED ABOVE, I MAY, IN THE DISCRETION OF THE BOARD OF TRUSTEES, BE REQUIRED TO FOREFEIT THE RIGHT TO RECEIVE ANY OR ALL BENEFITS WHICH I WOULD OTHERWISE BE ENTITLED. FOR PURPOSE HEREOF,"CONVICTION" MEANS A DETERMINATION OF GUILT THAT IS THE RESULT OF A PLEA OR TRIAL, REGARDLESS OF WHETHER ADJUDICATION IS WITHHELD.

DATED this 11-29-18 day of \_\_\_\_\_, 20\_\_ .

Thomas John Rahn  
Retiree's Signature

STATE OF FLORIDA  
COUNTY OF Alachua

I HEREBY CERTIFY that on this day before me, an officer duly authorized in the State and County aforesaid to take acknowledgements, personally appeared Thomas Rahn, Applicant, known to me to be the person described in and who executed the foregoing instrument and who acknowledged before me that he has read the above and foregoing answers and that same are true and correct, who is personally known to me or who has produced FLDL R500-838-73-188-0 as identification.

WITNESS my hand and official seal in the County and State last aforesaid this \_\_\_\_\_ day of 29th Nov., 2018.

Marie Mercer  
Notary Public



I am currently employed by City of New Berry as of now howling Idano

I am earning an annual salary of 960. Every 2 weeks \$ 31,824.00

I HEREBY CERTIFY THAT THE INFORMATION PROVIDED HEREIN IS TRUE AND COMPLETE. I UNDERSTAND THAT IT IS A CRIME FOR A PERSON WILLFULL AND KNOWINGLY TO MAKE, OR CAUSE TO BE MADE, OR TO ASSIST, CONSPIRE WITH, OR URGE ANOTHER TO MAKE, OR CAUSE TO BE MADE, ANY FALSE, FRAUDULENT, OR MISLEADING OR WRITTEN STATEMENT OR WITHHOLD OR CONCEAL MATERIAL INFORMATION TO OBTAIN ANY BENEFIT AVAILABLE UNDER THE PENSION PLAN. IN ADDITION TO ANY APPLICABLE CRIMINAL PENALY UPON CONVICTION FOR A VIOLATION DESCRIBED ABOVE, I MAY, IN THE DISCRETION OF THE BOARD OF TRUSTEES, BE REQUIRED TO FOREFEIT THE RIGHT TO RECEIVE ANY OR ALL BENEFITS WHICH I WOULD OTHERWISE BE ENTITLED. FOR PURPOSE HEREOF,"CONVICTION" MEANS A DETERMINATION OF GUILT THAT IS THE RESULT OF A PLEA OR TRIAL, REGARDLESS OF WHETHER ADJUDICATION IS WITHHELD.

DATED this 12-14-17 day of 12-14-17, 2017.

Thomas J. Pohn  
Retiree's Signature

STATE OF FLORIDA  
COUNTY OF Alachua

I HEREBY CERTIFY that on this day before me, an officer duly authorized in the State and County aforesaid to take acknowledgements, personally appeared Thomas Pohn, Applicant known to me to be the person described in and who executed the foregoing instrument and who acknowledged before me that Thomas Pohn has read the above and foregoing answers and that same are true and correct, who is personally known to me or who has produced Driver license as identification.

WITNESS my hand and official seal in the County and State last aforesaid this 14<sup>th</sup> day of December, 2017.

Deborah Starr  
Notary Public



Social Security Administration  
Retirement, Survivors and Disability Insurance



SOCIAL SECURITY  
1610 NW 23 AVE  
GAINESVILLE, FL 32605-3021  
Date: January 18, 2013  
Claim Number: [REDACTED]  
JBC

THOMAS T RAHN  
18114 NW CNTY RD 1491  
ALACHUA, FL 32615

Dear THOMAS T RAHN

Per your request, we are verifying that you currently do not receive Social Security Disability benefits. We did approve you for a period of disability from 01/13/10 - 01/01/12, but you are no longer considered disabled under Social Security.

If you have any questions, you should call, write, or visit any Social Security office. If you visit an office, please bring this letter. It will help us answer your questions.

Social Security Administration

Social Security Administration  
1610 NW 23rd Ave.  
Gainesville, FL 32605-3021

**City of Gainesville  
DISABILITY PENSION PLAN  
Application for Pension**



**To: The CITY COMMISSION**

Application for pension under the City of Gainesville Disability Pension Plan is hereby made for:

Name: Thomas Travis Rahn Employee ID #: [REDACTED]  
 Application Date: 3/23/2010 Effective Date:  
 Pension Service Date: August 21, 1995 Date Of Birth: May 28, 1973  
 Position: Services Operator  
 Department: GRU - Wastewater Collection  
 Address: 26817 N CR 1491 City: Alachua  
 State/Zip: Florida 32615 Phone #: 352-316-0405

Line of Duty  Not in the Line of Duty

**STATEMENT OF DISABILITY:** Right tibial plateau Fracture, bicondylar @ Fracture Right Frontal Sinus, Head Injury, Back pain.

You are advised that if after retirement has been approved and/or benefits paid it is determined that the initially projected or actually paid benefit amount was higher or lower than the member, retiree, or beneficiary was entitled to, then such benefit may be adjusted so as to provide the actuarial equivalent of the benefit to which the member, retiree, or beneficiary was entitled.

You are also advised that you must comply with all reasonable requests of the City of Gainesville to recertify annually your eligibility to receive pension benefits as provided in Section 2-527(m) of the City of Gainesville Code of Ordinances.

It is a crime for a person willfully and knowingly to make any false, fraudulent or misleading oral or written statement or withholds or conceals material information to obtain any benefit available under this plan.

Jennifer Lord Signature of Member Power of Attorney Date 4-22-10

State of Florida  
 County of Alachua  
 The foregoing instrument was acknowledged before me this 22<sup>nd</sup> day of April (month), 2010 (year), by Jennifer Lord (name of person acknowledging).  
Christina Runion (Signature of Notary) (Seal of Notary)  
Christina Runion (name of Notary, printed, typed, or stamped)  
 Personally known  OR produced identification  Type of identification produced FL DL 630 42174 6651

REVIEWED BY:

[Signature]  
 Department Head

Special Authority  
 Approve  Deny  
 (Circle one)  
1/13, 2011  
 Date of Meeting

**Disability Review Committee Recommendation:**  
[Signature]  
 City Manager  
 Disability Review Committee

**City Commission Action:**  
[Signature]  
 Mayor

Approval  Denial  
 (Circle one)

**CITY OF GAINESVILLE  
DISABILITY RETIREMENT PLAN**

<b>NAME:</b>	Thomas Travis Rahn		
<b>SOCIAL SECURITY #:</b>	[REDACTED]		
<b>DATE OF RETIREMENT:</b>	1-Dec-10	Approval 2/17/11	
<b>TYPE OF CALCULATION:</b>	Life Annuity	FINAL	
<b><u>FINAL AVERAGE EARNINGS:</u></b>			
<b>EARNINGS HISTORY PROVIDED BY PAYROLL</b>	<b><u>DATE FROM</u></b>	<b><u>DATE TO</u></b>	<b><u>SALARY</u></b>
	01-Jan-10	28-Jan-10	\$3,463.36
		2009	\$44,411.81
		2008	\$45,558.14
	01-Feb-07	31-Dec-07	\$39,212.93
<b>TOTAL</b>			\$132,646.24
<b>FINAL AVERAGE MONTHLY EARNINGS (Total / 36)</b>			\$3,684.62
<b><u>CREDITED SERVICE</u></b>			
<b>CREDITED SERVICE:</b>	<b><u>DATE FROM</u></b>	<b><u>DATE TO</u></b>	<b><u>YEARS SERVICE</u></b>
	21-Aug-95	1-Dec-10	15.333
<b><u>SICK LEAVE SERVICE CREDIT:</u></b>	<b><u>DATE</u></b>	<b><u>BALANCE</u></b>	<b><u>HRS/YEAR</u></b>
	3/17/2010	0.000	2080
<b>TOTAL SERVICE CREDIT</b>			15.333
<b><u>UNADJUSTED DISABILITY BENEFIT</u></b>			
<b>TOTAL SERVICE CREDIT</b>	15.333		
<b>BENEFIT MULTIPLIER</b>	30.67%		
<b>FINAL AVERAGE MONTHLY EARNINGS</b>	\$3,684.62		
<b>DISABILITY BENEFIT</b>			\$1,129.92
<b><u>ADJUSTED DISABILITY BENEFIT</u></b>			
<b>UNADJUSTED DISABILITY BENEFIT</b>			\$1,129.92
<b>SOCIAL SECURITY DISABILITY BENEFIT</b>			
<b>LESS 50% OF SOCIAL SECURITY BENEFIT</b>			\$0.00
<b>WORKER'S COMPENSATION BENEFIT (IF ANY):</b>			
<b>ADJUSTED DISABILITY BENEFIT:</b>			\$1,129.92
<b><u>EMPLOYEE AGE/DATE OF BIRTH</u></b>			
<b>EMPLOYEE'S AGE/DATE OF BIRTH:</b>	37.500	<b>DOB:</b>	28-May-73

PREPARED BY: Christy Galy

DATE: 3/9/11

VERIFIED BY: [Signature]

DATE: 3/9/11