

GROUP POLICY AMENDMENT NO. 4

Attached to and made a part of Group Policy 648845-A issued to
Lee County Board of County Commissioners as Policyholder.

Effective December 12, 2011, part C. Paid Sick Leave Or Other Salary Continuation in the **Limitations** section, which reads as follows:

C. Paid Sick Leave Or Other Salary Continuation

No STD Benefits will be paid for any period when you are receiving paid sick leave or other salary continuation from your Employer.

is amended to read as follows:

C. Paid Sick Leave, Vacation Pay, Or Other Salary Continuation

No STD Benefits will be paid for any period when you are receiving paid sick leave, vacation pay or other salary continuation from your Employer, except for lump sum payouts of sick or vacation pay.

STANDARD INSURANCE COMPANY

By

President

Corporate Secretary