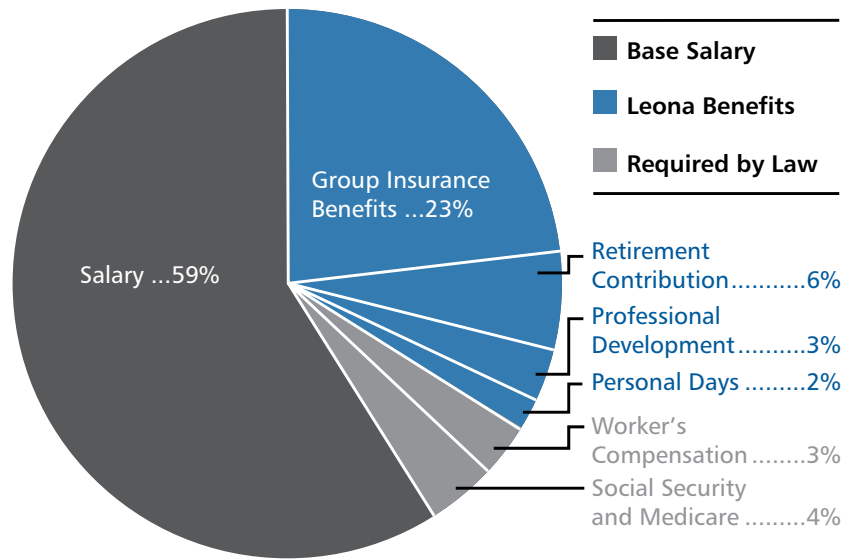


OTHER BENEFITS (CONTINUED)

| Benefit | Who Pays | When Eligible | What You Receive |
|--------------------------|----------|--|---|
| Employee Assistance Plan | Leona | Upon hire into a full-time, regular position | This plan provides an array of work-life support services including telephone and in-person consultations, as well as online resources. |
| Professional Development | Leona | Upon hire | Leona provides a wide array of professional development opportunities to enhance your career growth. |

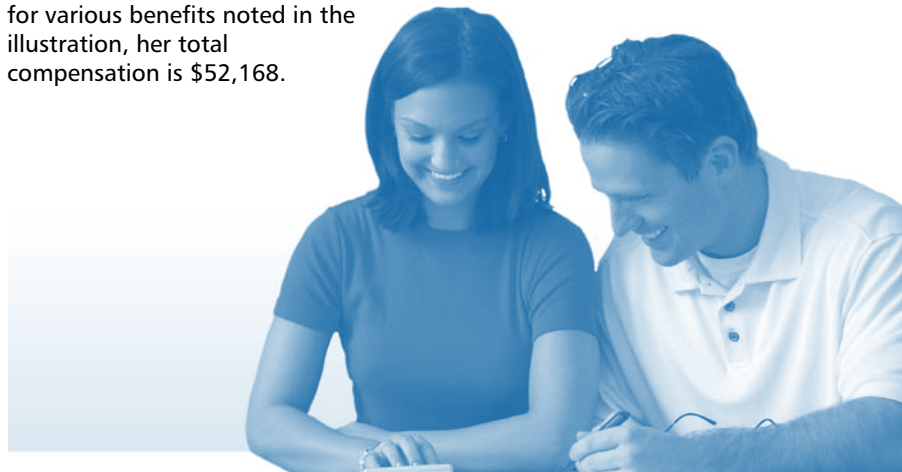
WHAT YOUR JOB IS WORTH



This illustration is based upon a full-time, school-year employee with an annual base pay of \$31,000. She has enrolled in family coverage in Leona's group benefits plan. Please note this employee's annual salary comprises only 59% of her total compensation. When you include the money spent by Leona on her behalf for various benefits noted in the illustration, her total compensation is \$52,168.

EXAMPLE:

Base Salary \$31,000
 Leona Benefits..... \$21,168
Total Compensation \$52,168



CONTACT INFORMATION

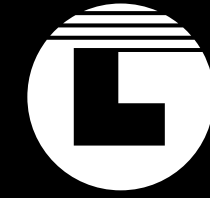
Arizona & Florida:

Human Resources Department
 7878 N. 16th St., Suite 150
 Phoenix, AZ 85020
 Tel: 602.953.2933
 Fax: 602.953.8075
 Email: jobs@leonagroup.com

Indiana, Louisiana, Michigan & Ohio:

Human Resources Department
 4660 S. Hagadorn Rd., Suite 500
 East Lansing, MI 48823
 Tel: 517.333.0224
 Fax: 517.332.8792
 Email: jobs@leonagroup.com

The information contained in this document is intended as a brief overview of the benefits provided. Complete details of these benefits are contained in various policies, contracts and master plan documents. In the event of a question of interpretation or difference from information in this pamphlet, the master policy or plan document will prevail.



THE LEONA GROUP, L.L.C.
A new kind of public school®



THE LEONA GROUP, L.L.C. • *A new kind of public school®*
 www.leonagroup.com

SUMMARY OF BENEFITS

INSURANCE PROGRAMS

| Benefit | Who Pays | When Eligible | What You Receive |
|---|----------|---|---|
| Major Medical | Leona | First of the month, following 30 days of full-time, regular employment | Insurance coverage to protect you and your eligible dependents from the high cost of major illness or accident. Leona pays 100% of the premium for you and your eligible dependents, including same-sex domestic partners. |
| | You | First of the month, following 30 days of part-time, regular employment | You may opt to enroll in any one of three available plans to cover you and your eligible dependents. Premiums are paid through pre-tax payroll deduction. |
| Dental Insurance | Leona | First of the month, following 30 days of full-time, regular employment | Dental insurance to protect you and your eligible dependents. |
| Vision Insurance | Leona | First of the month, following 30 days of full-time, regular employment | Vision insurance to protect you and your eligible dependents. |
| Life Insurance | Leona | Upon hire into a full-time, regular position | Life insurance is provided for you at two times your annual base pay rate, rounded to the next highest \$1,000. |
| Accidental Death & Dismemberment Insurance | Leona | Upon hire into a full-time, regular position | AD&D insurance is provided for you at two times your annual base pay rate, rounded to the next highest \$1,000. |
| Dependent Care Spending Account | You | Upon hire | This option provides you with the opportunity to pay dependent care expenses with pre-tax dollars withheld through regular payroll deduction. |
| Medical Spending Account | You | Upon hire | This option provides you with the opportunity to pay medical and/or dental expenses not covered by insurance with pre-tax dollars withheld through regular payroll deduction. |
| Voluntary Plans | You | Upon hire | These options allow you to purchase additional coverage for critical illnesses, accident protection and whole life insurance. Payment is made through payroll deduction. |

PAID TIME OFF

| Benefit | Who Pays | When Eligible | What You Receive |
|------------------------------------|----------|--|---|
| Holidays | Leona | Upon hire into a full-time, regular year-round position | The number of holidays varies by location. A list is posted annually. |
| Personal Time | Leona | Upon hire into a full-time, regular year-round or school-year position | Year-round employees earn 48 hours (6 days) per year with the option to roll over unused time to a maximum of 96 hours (12 days). |
| | | | School-year employees earn 40 hours (5 days) per year, to a maximum of 80 hours (10 days). |
| Vacation | Leona | Upon hire into a full-time, regular year-round position | Annual allowance of 20 days, based on fiscal year. Allowance will be pro-rated for employment that commences after the start of fiscal year. |
| Short-Term Disability (STD) | Leona | After 3 months of full-time, regular employment | Up to 90 days of income protection for absences from work caused by your own medically certified illness or accident. Amount and length of benefit varies based on length of service. |
| Long-Term Disability (LTD) | Leona | Upon hire into a full-time, regular position | Income protection that begins paying 60% of base pay rate after 90 days of continuous, non-work-related disability. |
| Bereavement Leave | Leona | Upon hire into a full-time, regular position | Paid time off granted for death of immediate family member to a maximum of three days. |
| Jury Duty | Leona | Upon hire into a full-time, regular position | Paid time off granted for serving jury duty when required. |

MAKING CHANGES



Changes to your health, dental and vision benefit packages must be made within 30 days of hire, within 30 days of the occurrence of a qualifying event (such as marriage, divorce or birth of a child) or during the annual Open Enrollment period, October 1-31. During this time, you may sign up for and/or waive benefits and add or delete dependents. Open Enrollment changes become effective November 1. Forms are available in your school's office or by contacting The Leona Group Human Resources Department.

RETIREMENT PLANS

| Benefit | Who Pays | When Eligible | What You Receive |
|---|-------------|---|---|
| Employee Deferred Compensation Plan - 401(k) | Leona & You | Arizona, Michigan and Indiana employees are eligible to enroll after one year of continuous employment of 750 hours or more and attainment of age 18. | Eligible team members can use pre-tax dollars withheld through payroll deduction, which are invested at the employee's direction to provide income upon retirement. Leona provides dollar-for-dollar matches of employee deferrals, not to exceed 6% of the employee's base income. |
| Ohio State Teacher Retirement System (STRS) and Ohio State Employee Retirement System (SERS) | Leona & You | Upon hire, all Ohio school employees are required to participate in either STRS or SERS, depending on the position they hold. | A state-mandated system that requires employees and employers to make contributions based on a percentage of payroll. |
| OTHER BENEFITS | | | |
| Benefit | Who Pays | When Eligible | What You Receive |
| Social Security | Leona & You | Upon hire | Leona matches your contribution (a federally designated amount), which provides a monthly income and health insurance at retirement or if you are disabled. |
| Unemployment Insurance | Leona | Upon hire | Provides weekly payment to former employees who meet eligibility requirements defined by each state. |
| Worker's Compensation | Leona | Upon hire | Coverage provided for work-related injuries or illnesses. Compensation is made for lost salary and incurred medical expenses according to state and federal law. |
| Direct Deposit | Leona | Upon hire | The convenience of automatic deposit of your paycheck into your checking, savings or credit union account. |
| Pre-paid Legal | You | Upon hire | This option provides you with the opportunity to purchase legal services and/or identity theft protection on a pre-paid basis through regular payroll deductions. |

(Continued on the back)