

MINUTES FOR AUGUST 29, 2011
COLUMBUS, KANSAS, CHEROKEE COUNTY
OFFICE OF THE COUNTY CLERK
CRYSTAL L. GATEWOOD

The Cherokee County Commissioners met August 29, 2011. Commissioners Collins, Garner, and Hilderbrand were present. The Pledge of Allegiance was said by all. Commissioner Hilderbrand made a motion to approve the minutes for August 22, 2011 as submitted by County Clerk Gatewood; his motion was seconded by Commissioner Collins with Commissioners Garner, Collins, and Hilderbrand voting in favor. Commissioners Collins, Hilderbrand and Garner, and County Clerk Crystal Gatewood signed off on the approved minutes.

MOTIONS MADE BY COMMISSION

Commissioner Collins made a motion to amend the agenda and move Joann Evans from 10:00 AM to 9:28 AM; his motion was seconded by Commissioner Hilderbrand; with Commissioners Garner, Hilderbrand, and Collins voting in favor.

Commissioner Hilderbrand made a motion to pass and approve **Resolution 12-2011 requiring the County Clerk to preserve the audio recordings of the commission meetings for five years**; his motion was seconded by Commissioner Collins with Commissioners Collins, Hilderbrand, and Garner voting in favor.

Commissioner Hilderbrand made a motion to pass and approve **Resolution 13-2011 in regards to the commission specifying the maximum number of hourly employees in the County Offices, with the commission setting the pay grade for each office**; his motion was seconded by Commissioner Collins with Commissioners Garner, Collins, and Hilderbrand voting in favor.

Commissioner Hilderbrand made a motion to pass and approve **Resolution 14-2011 which specifies the pay of county employees based upon the Commission's pay grade and the employees years of employment with Cherokee County, Kansas**; his motion was seconded by Commissioner Collins with Commissioners Garner, Collins, and Hilderbrand voting in favor.

It is duly noted that Resolution 12-2011, 13-2011, and 14-2011 are attached to these minutes. Commissioner Hilderbrand asked the County Clerk's Office to make copies of Resolutions #13-2011 and #14-2011 to hand out to the Elected Officials and the Appointed Office Heads. It is duly noted Cherokee County Clerk Gatewood distributed copies on August 30, 2011 as was requested by Commissioner Hilderbrand.

AGENDA BUSINESS

Leonard Vanatta and Gene Langerot reported that the County Lot was doing general maintenance in the county and everything was going well. Gene Langerot also had looked into the purchase of a tandem utility trailer to haul the generator back and forth for the sewer district in the county. He had some quotes and suggested to the commission purchasing from Lambert's in the county. The commission gave a verbal go ahead to purchase the trailer for \$1,425.00. Cameron Lawrence, of Joplin Freightliner, was present at the County Lot, so the commission recessed until 10:00 AM. Mr. Lawrence showed them a new demo truck that was available. The commission looked at it and thanked him for showing it to them and coming in.

Joann Evans, of Beimdiek Insurance, came before the commission to get approval to work up an estimate and proposal for the county employees' health insurance. The commissioners gave the verbal go ahead and she will come before the commission after she has prepared a proposal. (The general information she presented is attached to the minutes.)

County Counselor Kevin Cure brought in **Resolution 12-2011, 13-2011, and 14-2011**, they had been requested by Commissioner Hilderbrand. Counselor Cure also reported he was working on the next tax sale. The commission gave Counselor Cure the letter they had received from Solbach Law Office, the attorney representing Robert J. and Donna J. Lucian, regarding the fence viewing issue with John Gaither.

NOT ON AGENDA BUSINESS

Register of Deeds Christy Grant came before the commission to discuss her budget proposal for 2012.

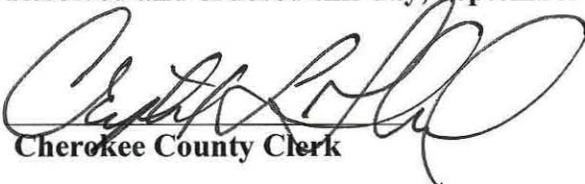
Treasurer Juanita Hodgson came before the commission to let them know that the router through the state was giving the office trouble today and the phone company was working on the problem.

Audy Holman, of FABICK Caterpillar, brought in the paperwork regarding the purchase of the road graders that the commission purchased in December of 2010. Commissioners Garner, Hilderbrand, and Collins signed the lease agreement for four new road graders. The cost of each grader was \$186,000.00 for a total of \$744,000.00. The commission is trading in four graders that are four years old for a total of \$480,000.00. The 2007 Caterpillar payment was paid with the trade-in in 2007. The 2008 payment of \$258,000.00 was partially paid with trade-in of 2007. The 2009 and 2010 payments were \$258,000.00 each. Refinancing changed the payment to reduce to \$230,000.00 annually. The commission also re-financed the 12 road graders purchased four years ago and the new purchases and the total annual payment will be \$230,000.00.

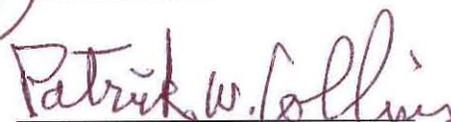
ADJOURNMENT

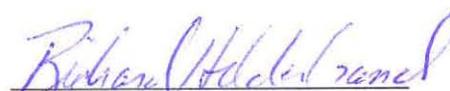
Commissioner Hilderbrand made a motion to adjourn at 12:20 PM for the day; his motion was seconded by Commissioner Collins with Commissioners Garner, Collins, and Hilderbrand voting in favor. The next Cherokee County Commission meeting will be held September 12, 2011 at 9:00 AM in the Cherokee County Courthouse in Columbus, Kansas. The Cherokee County Commission will not meet on September 5, 2011 in observance of Labor Day and the Cherokee County Courthouse will be closed.

Resolved and ordered this day, September 12, 2011


Cherokee County Clerk


Commissioner


Commissioner


Commissioner

(Published in the official county newspaper
on the ___ day of _____, 2011)

RESOLUTION NO. 12- 2011

**A RESOLUTION REQUIRING THE PRESERVATION OF RECORDINGS
MADE BY THE COUNTY CLERK OF COUNTY COMMISSION MEETINGS.**

**BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF
CHEROKEE COUNTY, KANSAS:**

WHEREAS, the Board of County Commissioners of Cherokee County, Kansas, upon due consideration of the matter finds that enacting the legislation below would provide a more accurate method of determining facts that are not placed in the official county minutes of the meetings of the Board of County Commissioners of Cherokee County, Kansas.

WHEREAS, the Board of County Commissioners of Cherokee County, Kansas, meeting in regular session this 29th day of August, 2011, does hereby resolve as follows:

Section 1. Record Preservation. The county clerk, or her designee within such clerk's office, shall preserve in her office for a period of 5 years all recordings made by such clerk during county commission meetings.

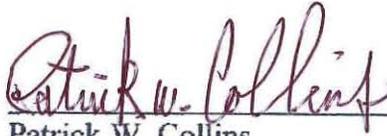
Section 2. Severability. If any section, subsection, subdivision, paragraph, sentence, clause or phrase in this resolution, or the application thereof to any circumstances, is for any reason held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this resolution.

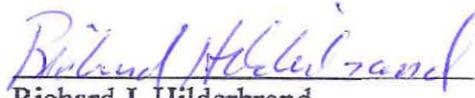
Section 3. Repeal. The provisions of any previously enacted resolution that are inconsistent herewith are hereby repealed.

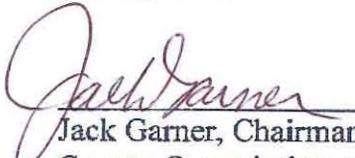
Section 4. Effective Date. This resolution shall take effect and be in full force from and after its passage and publication once in the official county newspaper.

Adopted this 29th day of August, 2011, by the BOARD OF

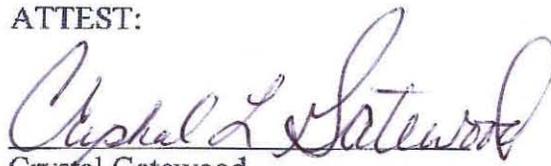
COMMISSIONERS OF CHEROKEE COUNTY, KANSAS.


Patrick W. Collins
County Commissioner


Richard J. Hilderbrand
County Commissioner


Jack Garner, Chairman
County Commissioner

ATTEST:


Crystal Gatewood
County Clerk of Cherokee County,
Kansas
Resolution No. 12 - 2011

Prepared by:
Kevin Cure, County Counselor

(Published in the official county newspaper on the ___ day of _____, 2011)

RESOLUTION NO. 13 - 2011

A RESOLUTION SPECIFYING THE MAXIMUM NUMBER OF EMPLOYEES IN THE VARIOUS COUNTY OFFICES AND SPECIFYING THE NUMBER OF EMPLOYEES ELIGIBLE IN EACH OFFICE FOR PAY AT A CERTAIN PAY GRADE.

BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF CHEROKEE COUNTY, KANSAS:

WHEREAS, the Board of County Commissioners of Cherokee County, Kansas, upon due consideration of the matter finds that enacting the legislation below would provide an improved framework for cost control by imposing limitations in the number of employees in each office of the county and in the number of employees in each office eligible for certain pay grades. Further, such legislation would provide for improved management and awareness of employee positions and the costs associated therewith.

WHEREAS, the Board of County Commissioners of Cherokee County, Kansas, meeting in regular session this 29th day of August, 2011, does hereby resolve as follows:

Section 1. County offices; applicability. The procedures stated in this resolution shall be followed in all Cherokee County, Kansas, county offices and departments.

Section 2. Limitations upon number of county employees. Each county office and department listed below shall have the following limitations on the respective number of hourly-paid employees per office or department listed as follows:

<u>Office or Department</u>	<u>Maximum Number of Hourly-Paid Employees Per Office</u>	<u>Permissible Pay Grades Per Office and Maximum Number of Employees at a Specified Pay Grade</u>
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Register of Deeds 3

1 at pay grade 4

RH

1 at pay grade 10
1 at pay grade 11

Treasurer 8

2 at pay grade 4
3 at pay grade 6
1 at pay grade 8
1 at pay grade 10
1 at pay grade 11

County Clerk 4

2 at pay grade 4
1 at pay grade 6
1 at pay grade 10
1 at pay grade 11

Sheriff's
Department 24
(not including
jail employees)

6 at pay grade 4
2 at pay grade 5
2 at pay grade 7
1 at pay grade 10
10 at pay grade 11
2 at pay grade 14
1 at pay grade 15

Sheriff's
Department 20
(jail employees
only)

1 at pay grade 1
12 at pay grade 4
2 at pay grade 5
3 at pay grade 6
1 at pay grade 7
1 at pay grade 11

Health
Department 16

1 at pay grade 2
6 at pay grade 7

R11

1 at pay grade 10
1 at pay grade 11
7 at pay grade 18

Appraiser's 8
Office

1 at pay grade 6
1 at pay grade 7
1 at pay grade 8
3 at pay grade 9
1 at pay grade 10
1 at pay grade 11

Emergency 911 1

1 at pay grade 6

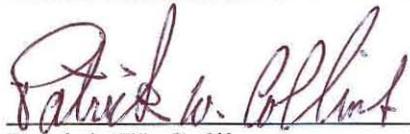
Section 3. **Pay Grade Amount.** Pay grade amounts shall be specified by any resolution passed subsequent to the enactment of this resolution.

Section 4. **Severability.** If any section, subsection, subdivision, paragraph, sentence, clause or phrase in this resolution, or the application thereof to any circumstances, is for any reason held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this resolution.

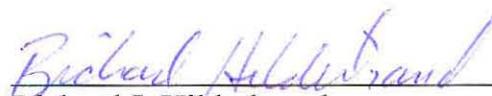
Section 5. **Repeal.** The provisions of any previously enacted resolution that are inconsistent herewith are hereby repealed.

Section 6. **Effective Date.** This resolution shall take effect and be in full force from and after its passage and publication once in the official county newspaper.

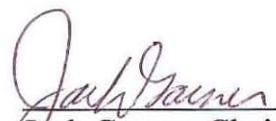
Adopted this 29th day of August, 2011, by the BOARD OF COMMISSIONERS OF CHEROKEE COUNTY, KANSAS.



Patrick W. Collins
County Commissioner



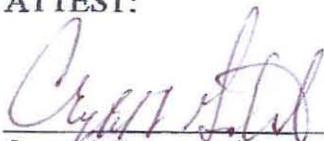
Richard J. Hilderbrand
County Commissioner



Jack Garner, Chairman
County Commissioner

RA

ATTEST:



Crystal Gatewood
County Clerk of Cherokee County,
Kansas

Resolution No. 13 - 2011

Prepared by:

Kevin Cure, County Counselor

(Published in the official county newspaper
on the ___ day of _____, 2011)

RESOLUTION NO. 14-2011

A RESOLUTION SPECIFYING THE PAY OF COUNTY EMPLOYEES BASED UPON PAY GRADE AND YEARS OF EMPLOYMENT WITH CHEROKEE COUNTY, KANSAS.

BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF CHEROKEE COUNTY, KANSAS:

WHEREAS, the Board of County Commissioners of Cherokee County, Kansas, upon due consideration of the matter finds that enacting the legislation below would provide an improved framework for cost control and prediction by enacting the following pay scale.

WHEREAS, the Board of County Commissioners of Cherokee County, Kansas, meeting in regular session this 29th day of August, 2011, does hereby resolve as follows:

Section 1. County Pay Scale. There is attached hereto, and made a part hereof, as though fully set forth herein, a 4 page document entitled "Cherokee County Pay Scale" that sets forth horizontally next to each pay grade designation found in the far left column the pay for an employee with a certain pay grade given such employee's years of service as an employee of Cherokee County, Kansas. The years of service are designated in vertical columns.

Section 2. Pay Grade Amount Effective Date. The employee county pay scale enacted herein shall apply retroactively from January 1, 2011. Employees shall receive their retroactive pay by September 30, 2011.

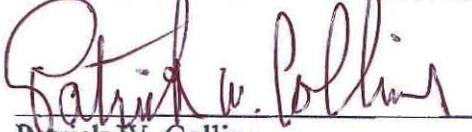
Section 3. Severability. If any section, subsection, subdivision, paragraph, sentence, clause or phrase in this resolution, or the application thereof to any circumstances, is for any reason held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this resolution.

Section 4. Repeal. The provisions of any previously enacted resolution that are inconsistent herewith are hereby repealed.

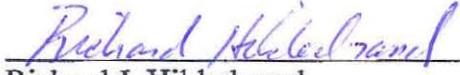
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Section 5. Effective Date. This resolution shall take effect and be in full force from and after its passage and publication once in the official county newspaper.

Adopted this 29th day of August, 2011, by the BOARD OF COMMISSIONERS OF CHEROKEE COUNTY, KANSAS.



Patrick W. Collins
County Commissioner

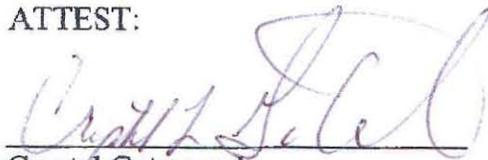


Richard J. Hilderbrand
County Commissioner



Jack Garner, Chairman
County Commissioner

ATTEST:



Crystal Gatewood
County Clerk of Cherokee County,
Kansas

Resolution No. 14-2011

Prepared by:
Kevin Cure, County Counselor

Cherokee County Pay Scale (Updated Version)

Employee		Years of Service:																				
Pay Grade	New Hire	6-Mos	1-Yr	2-Yrs	3-Yrs	4-Yrs	5-Yrs	6-Yrs	7-Yrs	8-Yrs	9-Yrs	10-Yrs	11-Yrs	12-Yrs	13-Yrs	14-Yrs	15-Yrs	16-Yrs	17-Yrs	18-Yrs	19-Yrs	20-Yrs
1	\$10.00	\$10.16	\$10.32	\$10.49	\$10.66	\$10.83	\$11.00	\$11.18	\$11.36	\$11.54	\$11.72	\$11.91	\$12.10	\$12.29	\$12.49	\$12.69	\$12.89	\$13.10	\$13.31	\$13.52	\$13.74	\$13.96
2	\$10.20	\$10.36	\$10.53	\$10.70	\$10.87	\$11.05	\$11.22	\$11.40	\$11.58	\$11.77	\$11.96	\$12.15	\$12.34	\$12.54	\$12.74	\$12.95	\$13.15	\$13.36	\$13.58	\$13.79	\$14.01	\$14.24
3	\$10.40	\$10.57	\$10.74	\$10.91	\$11.08	\$11.26	\$11.44	\$11.63	\$11.81	\$12.00	\$12.19	\$12.39	\$12.59	\$12.79	\$12.99	\$13.20	\$13.41	\$13.62	\$13.84	\$14.06	\$14.29	\$14.52
4	\$10.65	\$10.82	\$10.98	\$11.16	\$11.33	\$11.50	\$11.68	\$11.86	\$12.05	\$12.23	\$12.42	\$12.62	\$12.81	\$13.01	\$13.21	\$13.42	\$13.62	\$13.84	\$14.05	\$14.27	\$14.49	\$14.71
5	\$10.90	\$11.07	\$11.24	\$11.42	\$11.59	\$11.77	\$11.96	\$12.14	\$12.33	\$12.52	\$12.72	\$12.91	\$13.11	\$13.32	\$13.52	\$13.73	\$13.94	\$14.16	\$14.38	\$14.60	\$14.83	\$15.06
6	\$11.15	\$11.32	\$11.50	\$11.68	\$11.86	\$12.04	\$12.23	\$12.42	\$12.61	\$12.81	\$13.01	\$13.21	\$13.41	\$13.62	\$13.83	\$14.05	\$14.26	\$14.49	\$14.71	\$14.94	\$15.17	\$15.40
7	\$11.50	\$11.67	\$11.85	\$12.03	\$12.21	\$12.39	\$12.58	\$12.77	\$12.96	\$13.15	\$13.35	\$13.55	\$13.75	\$13.96	\$14.17	\$14.38	\$14.60	\$14.82	\$15.04	\$15.26	\$15.49	\$15.72
8	\$11.85	\$12.03	\$12.21	\$12.39	\$12.58	\$12.77	\$12.96	\$13.15	\$13.35	\$13.55	\$13.76	\$13.96	\$14.17	\$14.38	\$14.60	\$14.82	\$15.04	\$15.27	\$15.50	\$15.73	\$15.96	\$16.20
9	\$12.20	\$12.38	\$12.57	\$12.76	\$12.95	\$13.15	\$13.34	\$13.54	\$13.75	\$13.95	\$14.16	\$14.37	\$14.59	\$14.81	\$15.03	\$15.26	\$15.49	\$15.72	\$15.95	\$16.19	\$16.44	\$16.68
10	\$12.55	\$12.74	\$12.93	\$13.13	\$13.32	\$13.52	\$13.73	\$13.93	\$14.14	\$14.35	\$14.57	\$14.79	\$15.01	\$15.23	\$15.46	\$15.69	\$15.93	\$16.17	\$16.41	\$16.66	\$16.91	\$17.16
11	\$12.90	\$13.09	\$13.29	\$13.49	\$13.69	\$13.90	\$14.11	\$14.32	\$14.53	\$14.75	\$14.97	\$15.20	\$15.43	\$15.66	\$15.89	\$16.13	\$16.37	\$16.62	\$16.87	\$17.12	\$17.38	\$17.64
12	\$13.25	\$13.45	\$13.65	\$13.86	\$14.07	\$14.28	\$14.49	\$14.71	\$14.93	\$15.15	\$15.38	\$15.61	\$15.85	\$16.08	\$16.32	\$16.57	\$16.82	\$17.07	\$17.33	\$17.59	\$17.85	\$18.12
13	\$13.60	\$13.80	\$14.01	\$14.22	\$14.44	\$14.65	\$14.87	\$15.10	\$15.32	\$15.55	\$15.79	\$16.02	\$16.26	\$16.51	\$16.76	\$17.01	\$17.26	\$17.52	\$17.78	\$18.05	\$18.32	\$18.60
14	\$14.10	\$14.30	\$14.51	\$14.73	\$14.94	\$15.16	\$15.38	\$15.60	\$15.82	\$16.05	\$16.29	\$16.52	\$16.76	\$17.01	\$17.25	\$17.50	\$17.76	\$18.01	\$18.27	\$18.54	\$18.81	\$19.08
15	\$14.60	\$14.81	\$15.03	\$15.25	\$15.47	\$15.69	\$15.92	\$16.15	\$16.39	\$16.62	\$16.86	\$17.11	\$17.36	\$17.61	\$17.86	\$18.12	\$18.39	\$18.65	\$18.92	\$19.20	\$19.48	\$19.76
16	\$15.10	\$15.32	\$15.54	\$15.77	\$16.00	\$16.23	\$16.47	\$16.70	\$16.95	\$17.19	\$17.44	\$17.69	\$17.95	\$18.21	\$18.48	\$18.74	\$19.02	\$19.29	\$19.57	\$19.85	\$20.14	\$20.43
17	\$15.60	\$15.83	\$16.06	\$16.29	\$16.53	\$16.77	\$17.01	\$17.26	\$17.51	\$17.76	\$18.02	\$18.28	\$18.55	\$18.81	\$19.09	\$19.36	\$19.64	\$19.93	\$20.22	\$20.51	\$20.81	\$21.11
18	\$16.10	\$16.33	\$16.57	\$16.81	\$17.06	\$17.31	\$17.56	\$17.81	\$18.07	\$18.33	\$18.60	\$18.87	\$19.14	\$19.42	\$19.70	\$19.98	\$20.27	\$20.57	\$20.87	\$21.17	\$21.48	\$21.79

beimdiek®

Insurance / Benefits / Financial Services



JO ANN EVANS
CIC, LTCIS, CDHC, CWCS

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INTRODUCTION

We are confident you will find our agency to be a strong fit for the values, products and services you are seeking for your insurance program management.

Jo Ann Evans, CIC
joann.evans@beimdiek.com
800.246.4007

Overview

Our customers are the reason we are in business! We listen to them, understand their needs and respond with customized insurance products, services and solutions. We continually improve the quality of coverage and resources available and our staff maintains high performance standards to exceed customer expectations. Please feel free to ask any questions. We welcome any comments or suggestions you may have for us.

Beimdiek has dedicated our energies and resources to effective use of insurance, investments, and information to protect, preserve and grow your assets and protect your staff members.

We have earned our reputation as one of the largest privately owned independent insurance agencies in the region by following one simple principle – dedication to serving the needs of our customers.

You can benefit from the experience we've gained since 1936 and enjoy the peace of mind achieved by establishing a working partnership with our team who understand and respond to your needs.

History

Beimdiek's roots go back to 1936 when it was founded by George S. Beimdiek as B.V. Realty and Investment Company. In 1976 Mr. Beimdiek's son, George S. Beimdiek III (Steve), became the sole owner and incorporated the company as Beimdiek Insurance Agency, Inc. Over the years the company has grown both organically as well as through several acquisitions including the Zeckser, Croley, Boggess, Allen, Hill, Garvin and Chalmers agencies.

Our home office located at 303 W. 3rd Street in Carthage expanded operations to Joplin as a result of the Garvin acquisition in 2001. Our satellite office is located at 2660 E. 32nd Street. As our agency has grown from two to 35 employees, so has the need to offer additional services and lines of business to our clients. To that end, we added a Professional Liability department in 1986, an Employee Benefits department in 1990, and a Transportation department in 2004. We are now able to handle separate divisions for personal, commercial, trucking, financial services, employee benefits and professional liability insurance programs. Additionally, we offer specialized insurance programs to social service and public entity clients in our trade area.

We are proud of our grass roots heritage as well as our ability to evolve with our environment and technological advancements to be able to offer the best solutions possible to meet our clients' needs.

We're Beimdiek Insurance and we're proud to insure your part of the world.

Mission & Values

Beimdiek – A trusted advisor committed to building long-term relationships with our clients, employees and the community we serve.

We continually work to improve our ability to serve our customers and our community at large. Our company and employees are committed to many community, religious, charitable and benevolent organizations such as, but not limited to:

- Beimdiek Student Center (MSSU)
- Carthage Area United Way
- Carthage Crisis Center
- Carthage R-9 Foundation
- Community Support Services
- Crowder College
- Economic Security Corporation
- Family Literacy Council
- Fair Acres YMCA
- Junior Fire Marshall program
- McCune Brooks Regional Hospital
- Miracle on 3rd Street
- Missouri Southern State University
- Webb City YMCA
- Ozark Christian College

Philosophy

The Independent Difference: Some people think it doesn't really matter where they buy insurance. This misconception could cost money, service and protection. Insurance is an important safety net for your family, your home, your car or your business. Many people don't realize there are three sources for insurance:

- Captive Agent / Direct Writer – sells the insurance of only one company
- Telephone / Internet Representative – sells the insurance of one company, and only by phone or internet
- Independent Insurance Agent – such as Beimdiek Insurance, who represents numerous insurance companies and researches the carrier that best matches for your needs

Which option is best for you? We take pride in our 'independent' position and are proud to offer the best selection of quality carriers for covering what matters most.

Personalized Service: Nothing describes our success better than our growing list of long-term, satisfied customers. We take pride in the fact over 95 percent of our valued customers continue their coverage every year. This ongoing measure of customer satisfaction reflects the value our account teams and the value our clients place on our business relationship.

An account team, consisting of a sales representative, account executive, account manager, and account technician will be your primary contact and source of support. Our experienced professionals will respond quickly and act in your best interest. You may call on us for timely and accurate answers to your concerns. We strive to deliver exceptional advice and service to our clients.

“WHAT YOUR BROKER



SHOULD DO FOR YOU!”

As the Agent of Record, Beimdiek Insurance Agency, will provide the following services relating to the client’s Executive and Employee Benefit Plans.

- ✓ **Advise the client on cost effective options for providing employee benefits, including new concepts or programs and strategies for cost containment.**
- ✓ **Review existing employee benefit programs and assist the client to develop options and strategies for cost effective improvements.**
- ✓ **Assist in preparing specifications for each of the benefits to be submitted for competitive quotation.**
- ✓ **Submit requests for proposals to benefit carriers known to be competitive in the line of coverage.**
- ✓ **Evaluate the benefits carriers: organize, interpret and present a spreadsheet of options proposed by the carriers. Offer recommendations to assist in program selections.**
- ✓ **Represent the client in negotiating contracts and amendments with the benefits carriers.**
- ✓ **Assist in communicating and explaining benefits plans to employees upon request.**
- ✓ **Assist individual employees in the event of a problem claim.**
- ✓ **If appropriate, arrange for review and competitive analysis of insurance not included in the agent of record agreement.**
- ✓ **Provide such other related professional services as may be agreed upon during the term of the agreement.**

AREAS OF INSURANCE EXPERTISE

EMPLOYEE BENEFITS TO INCLUDE PARTIALLY SELF FUNDED AS WELL AS FULLY INSURED PROGRAMS.

LIFE

STD / LTD

VISION

LONG TERM CARE

DENTAL

FSA

COBRA / HIPAA ADMINISTRATION

WORKERS COMPENSATION

PROPERTY / CASUALTY

=====

Public Entity Groups

Contractors

Social Services programs

Transportation

School Districts

Medical Malpractice

Manufacturing

PUBLIC ENTITY REFERENCES

- CITY OF CARTHAGE
- CITY OF CASSVILLE
- CITY OF MT. VERNON
- MCDONALD COUNTY
- JASPER COUNTY
- CITY OF NEOSHO
- CITY OF GOODMAN
- CITY OF ANDERSON
- CITY OF ORONOGO
- CITY OF WEBB CITY
- CITY OF GRANBY
- CITY OF DIAMOND
- CITY OF LOCKWOOD
- CITY OF REEDS SPRING

CONTACT INFORMATION FOR EACH PUBLIC ENTITY AVAILABLE UPON REQUEST.

QUESTIONS ANSWERED

A. Pertinent Company Contact Information

Beimdiek Insurance Agency, Inc.
303 W. 3rd Street
PO Box 612
Carthage MO 64836
(417)358-4007

*All employees may be reached through the above number. We are proud to answer every phone call personally.

An employee summary including titles and emails has been provided as Exhibit D

B. We have been in the business of providing insurance services since 1936.

C. References

1. Jasper Products - Ed Beam, VP Finance
3877 E. 27th Street
Joplin, MO 64804
(417)206-3333
370 employees
2. HE Williams - Phil Slinkard, Controller
PO Box 837
Carthage, MO 64836
(417)358-4065
300 employees
3. Ozark Christian College – David McMillin, Director of Campus Operations
1111 N. Main St
Joplin, MO 64801
(417)624-2518
110 employees
4. Community Support Services - Derek Cole, CFO
2312 Annie Baxter
Joplin, MO 64804
(417)624-4515
150 employees
5. Carthage R-9 School District - Mark Baker, Assistant Superintendent
710 Lyon Street
Carthage, MO 64836
(417)359-7000
400 employees
6. Celltron, Inc. – Stacey Williams, CFO
1110 W. 7th Street
Galena, KS. 66739
(620) 783-1000
275 employees

D. Communication

We also have a suite of employee communication materials available through our web-based risk management resource, Client Connect. To learn more about Client Connect, please see the excerpt in section J below. Finally, employee wellness education management programs are utilized along with individual health risk assessment surveys.

E. Legislative

We pride ourselves in having individual members of our Agency active on key legislative committees at the state and federal level. The Agency also holds membership in several industry associations which provide local, state & national legislative updates such as the Independent Insurance Agents & Brokers of America, National Association of Health Underwriters and the Missouri Association of Insurance Agents, as well as the Department of Insurance Advisory Council.

F. Insurance Analysis

Available services include: plan utilization for employee benefits, claims analysis for employee benefit and property & casualty programs, ModMaster generation for Workers Compensation, Marshall Swift property appraisals, Safety & HR program assistance.

G. Value Added Services – we continually look for ways to bring additional value to our clients. Research and development of new services is ongoing. A summary of four key services we offer is provided below.



Beimdiek Client Connect is a convenient, easy-to-use, online risk management resource to improve communication, save time and reduce loss costs. Business owners and risk managers can access comprehensive industry-specific content, industry news, policy information and OSHA logs through the web portal. Core content is updated weekly and classified by your company's NAICS code, so you can quickly access the most relevant data using a powerful built-in search engine.



HR That Works is committed to being a powerful resource for companies with 15-500 employees.



Lezage – Beimdiek Insurance Agency, offers our clients access to the Lezage Training Center, which contains high-quality, online safety and human resources employee training courses.

In House Loss Control Services:

Through our years of experience we have developed a different philosophy on loss control. We believe the same conditions contributing to low productivity and inefficiency are often what also result in accidents and increased cost of insurance. Your company's profitability can be improved by reducing the cost of risk and the likelihood of accidents. Our comprehensive consultative services help you evaluate the safety of your physical property and take steps to enhance safety as well as productivity. Our in-house OSHA certified loss control, safety services and human resources specialist is available to provide comprehensive evaluations, planning, education and training. Our services are designed to protect the vital elements of our clients' business: people, property, products and profits. Our goal is to improve workplace safety, reduce workers' compensation claims and lower long term insurance costs. Most importantly, we believe action, not reaction, is the standard set to judge the success of our performance.

H. Marketplace Best Practices

Our Agency stays up to date on marketplace best practices through industry affiliations and membership groups. Through our personalized approach, we recommend specific solutions on a client by client basis.

I. Points of Differentiation

- We stay on the forefront of insurance products and services.
- We employ a personalized approach to meeting our clients' risk management needs.
- Longevity of quality team members is one of our core values.
- We are heavily invested in our community.

J. Technology

We are committed to enhancing our client relationships by investing in the ability to quickly and efficiently distribute information through changing technology. We are proud to offer several online resources such as: Client Connect, HR That Works and Lezage Training Center. On-site explanation and training for these resources is provided as a service to our clients.

K. Alignment of Mission & Values

At the core of our existence stands a name – a name that has long stood for character, integrity and care for others. As our company has grown, the purpose for our being has not: to serve. We may accomplish this through the sale of insurance products and solutions, but we have a real passion for those that are committed to the greater good. Giving back to others is very much an ingrained quality of our employees as individuals and our corporation as a whole. Earlier in our introduction section, we provided a list of several charitable and benevolent organizations we actively support. We often go beyond the giving of funds and look for practical ways to get involved in people's lives. One example of this would be our commitment to the Carthage Crisis Center. Last year we offered use of company vehicles for pickup and delivery of needed items and donations; provisions for their community Thanksgiving meal as well as gifts and a salad luncheon baby shower for two of their residents.

Our Team

Steve Beimdiek, JD, CPCU, CLU, CWCA	President & CEO	steve.beimdiek@beimdiek.com
Sales		
Johnny Bates	Commercial/Employee Benefits	johnny.bates@beimdiek.com
Jo Ann Evans, CIC, LTCIS, CWCS, CDHC	Vice President/Employee Benefits	joann.evans@beimdiek.com
Kevin Hoskins, CWCA	Transportation	kevin.hoskins@beimdiek.com
Chance Morgan, CWCA	Commercial/Employee Benefits	chance.morgan@beimdiek.com
Roberta Murray, CIC, CWCA	Vice President/Marketing Director	roberta.murray@beimdiek.com
Tim Roark, CWCA	Commercial/Employee Benefits	tim.roark@beimdiek.com
Mark VonMoss, CIC, CLU, REBC, RHU	Commercial/Employee Benefits	mark.vonmoss@beimdiek.com
Customer Service		
Carol Baker	Account Manager, Individual Health	carol.baker@beimdiek.com
Carmen Bearden, CIC, CISR, CWCS	Account Executive, Commercial	carmen.bearden@beimdiek.com
Reta Castor	Account Manager, Personal	reta.castor@beimdiek.com
Summer Cole, CISR, CWCA	Account Executive, Commercial	summer.cole@beimdiek.com
Lorie Downing, CIC	Account Executive, Group Health	lorie.downing@beimdiek.com
Terry Geller	Account Manager, Commercial	terry.geller@beimdiek.com
Keri Kirby	Account Manager, Group Health	keri.kirby@beimdiek.com
Kim McGuire, CISR	Account Executive, Commercial	kim.mcguire@beimdiek.com
Tina Osborne, CISR, CWCS	Account Manager, Commercial	tina.osborne@beimdiek.com
Bonnie Powers, CIC, CWCS	Account Manager, Commercial	bonnie.powers@beimdiek.com
Dina Sarratt, CISR, CWCS	Account Manager, Commercial	dina.sarratt@beimdiek.com
Laura Tillman	Account Technician, Commercial	laura.tillman@beimdiek.com
Administration		
Arlene Crouch	Receptionist & Licensing	arlene.crouch@beimdiek.com
Whitney Estrada	Administrative Support	whitney.estrada@beimdiek.com
Kimberly Fullerton	Chief Financial Officer	kimberly.fullerton@beimdiek.com
Misty Graff, CWCS, DOT & OSHA Certified	HR and Safety Consultant	misty.graff@beimdiek.com
Pam Shull	Accountant	pam.shull@beimdiek.com

CDHC = Consumer Driven Health Care
CISR = Certified Insurance Service Representative
CIC = Certified Insurance Counselor
CLU = Chartered Life Underwriter
CPCU = Certified Property & Casualty Underwriter
CWCA = Certified Work Comp Advisor
CWCS = Certified Work Comp Specialist
JD = Juris Doctor
LTCIS = Long Term Certified Insurance Strategist
REBC = Registered Employee Benefits Consultant
RHU = Registered Health Underwriter

Beimdiek Advantages:

Regulatory Compliance

- COBRA
- DOT
- HIPPA
- Health Savings Account
- Health Reimbursement Account
- State and Federal Compliance Assistance

Funding

- Guaranteed Cost
- Partial Self Funding / Self Funding / ASO
- Consumer Driven Health Plans

Human Resources

- Human Resources consultant on staff
- HR That Works
- Client Connect
- Enrollment Services / Employee Communication
- Human Resource Audits and Training
- Health Management & Wellness Programs
- Sample Documents (Manual; Policies)

Comprehensive Wellness Programs

- Health Risk Assessment
- Health Screening / Biometric Evaluation
- Lifestyle & educational materials
- Approaches that actively engage employees
- Smoking cessation programs
- Incentives for participating in wellness activities

Safety Services / Risk Reduction Services

- Claims Review and Loss Experience Analysis
- Innovative loss control services and safety training
- Disaster Recovery Plan
- Annual Stewardship Reports and Risk Management Survey
- OSHA Log Review / OSHA / DOT mock audit
- State and Federal Compliance Assistance
- Educational Seminars
- Insurance to Value Audit

Risk Management

- Property Valuations
- Exposure Analysis
- Discovery Workshop

Work Comp Advantage

- Experience MOD Analysis
- Injury Management Program
- Return to Work Program