

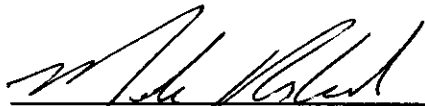
**ORDER: APPROVE RENEWAL WITH PRINCIPAL FOR EMPLOYEE GROUP
BENEFITS**

Motion was made by Larry Gillespie, duly seconded by Brent Larson, to approve renewal with Principal for Employee Group Benefits.

The vote on the motion was as follows:

Supervisor Brent Larson, voted yes
Supervisor Larry Gillespie, voted yes
Supervisor David Rikard, voted yes
Supervisor Chad McLarty, voted yes
Supervisor Mike Roberts, voted yes

After the vote, President Roberts, declared the motion carried, this the 15th day of November, 2021.



**Mike Roberts, President
Board of Supervisors**



Sherry Wall, Chancery Clerk

Account Number: 1103361

Anniversary Date: January 1, 2022



October 20, 2021

LAFAYETTE COUNTY
ATTN: Lisa Carwyle
300 N Lamar
Oxford, MS 38655

HUB INTERNATIONAL MIDWEST LIMITED
HUB INTERNATIONAL MIDWEST LIMITED DBA HUB INTL
300 CONCOURSE BLVD
STE 300
RIDGELAND, MS 39157-2085

As you approach your upcoming renewal with Principal Life Insurance Company, we would like to thank you for your business over the past year. Our goal is to offer competitive benefit solutions supported with exceptional service. Your business is very important to us and we look forward to working with you over the next year.

Your renewal rates can be found on the following pages. Your Principal Life coverage will renew on your policy anniversary date of January 1, 2022.

To renew coverage, your payment of the premium due is acceptance of your rates. We look forward to continuing our relationship with you and fulfilling your needs in the coming year.

To inquire about this renewal or explore alternate benefit designs, contact your broker or local Principal Life Insurance Company sales office at 901-598-8230.

Sincerely,

Group Benefits Underwriting
Specialty Benefits Division



Rates below assume all coverages are renewed. A change to coverages may cause rates to change.



Your rates are not changing.
Renewal rates are guaranteed through December 31, 2022.

| Age Range | Current Rate | Renewal Rate | Volume Lives | Current Monthly Premium | Renewal Monthly Premium |
|--|--------------|--------------|---------------------|-------------------------|-------------------------|
| Employee | | | | | |
| 0 - 29 | \$0.052 | \$0.052 | | | |
| 30 - 34 | \$0.052 | \$0.052 | | | |
| 35 - 39 | \$0.092 | \$0.092 | | | |
| 40 - 44 | \$0.162 | \$0.162 | | | |
| 45 - 49 | \$0.272 | \$0.272 | | | |
| 50 - 54 | \$0.442 | \$0.442 | | | |
| 55 - 59 | \$0.772 | \$0.772 | | | |
| 60 - 64 | \$1.282 | \$1.282 | | | |
| 65 - 69 | \$2.082 | \$2.082 | | | |
| 70 & over | \$2.082 | \$2.082 | | | |
| Total | | | \$11,565,000 137 | \$3,025.13 | \$3,025.13 |
| Renewal Premium Percent of Change | | | | | No change |
| Spouse | | | | | |
| 0 - 29 | \$0.052 | \$0.052 | | | |
| 30 - 34 | \$0.052 | \$0.052 | | | |
| 35 - 39 | \$0.092 | \$0.092 | | | |
| 40 - 44 | \$0.162 | \$0.162 | | | |
| 45 - 49 | \$0.272 | \$0.272 | | | |
| 50 - 54 | \$0.442 | \$0.442 | | | |
| 55 - 59 | \$0.772 | \$0.772 | | | |
| 60 - 64 | \$1.282 | \$1.282 | | | |
| 65 - 69 | \$2.082 | \$2.082 | | | |
| 70 & over | \$2.082 | \$2.082 | | | |
| Total | | | \$1,305,000 42 | \$426.81 | \$426.81 |
| Renewal Premium Percent of Change | | | | | No change |

Account Number: 1103361

Anniversary Date: January 1, 2022

Your rates are not changing.
Renewal rates are guaranteed through December 31, 2022.

| Volume | Current Rate | Current Monthly Premium | Renewal Rate | Renewal Monthly Premium |
|--|--------------|-------------------------|--------------|-------------------------|
| \$12,870,000 | \$0.028 | \$360.36 | \$0.028 | \$360.36 |
| Renewal Premium Percent of Change | | | | No change |

Your rates are not changing.
Renewal rates are guaranteed through December 31, 2022.

| Amount of Coverage | Lives | Current Rate | Current Monthly Premium | Renewal Rate | Renewal Monthly Premium |
|--------------------|-------|--------------|-------------------------|--------------|-------------------------|
| \$10,000 | 50 | \$1.40 | \$70.00 | \$1.40 | \$70.00 |
| Total | | | \$70.00 | | \$70.00 |

Renewal rates are guaranteed through December 31, 2022.

| | Lives | Current Rates | Renewal Rates | Current Monthly Premium | Renewal Monthly Premium |
|--|-------|---------------|---------------|-------------------------|-------------------------|
| Employee | 116 | \$35.12 | \$36.84 | \$4,073.92 | \$4,273.44 |
| Employee & Spouse | 14 | \$70.12 | \$73.56 | \$981.68 | \$1,029.84 |
| Employee & Child(ren) | 18 | \$70.12 | \$73.56 | \$1,262.16 | \$1,324.08 |
| Family | 17 | \$100.16 | \$105.07 | \$1,702.72 | \$1,786.19 |
| TOTAL | | | | \$8,020.48 | \$8,413.55 |
| Renewal Premium Percent of Change | | | | | 4.9% Increase |

Account Number: 1103361

Anniversary Date: January 1, 2022

Your rates are not changing.

Renewal rates are guaranteed through December 31, 2022.

| | Lives | Current Rates | Renewal Rates | Current Monthly Premium | Renewal Monthly Premium |
|--|-------|---------------|---------------|-------------------------|-------------------------|
| Employee | 83 | \$8.61 | \$8.61 | \$714.63 | \$714.63 |
| Employee & Spouse | 15 | \$14.48 | \$14.48 | \$217.20 | \$217.20 |
| Employee & Child(ren) | 10 | \$14.48 | \$14.48 | \$144.80 | \$144.80 |
| Family | 13 | \$23.35 | \$23.35 | \$303.55 | \$303.55 |
| TOTAL | | | | \$1,380.18 | \$1,380.18 |
| Renewal Premium Percent of Change | | | | | No change |

Your rates are not changing.

Renewal Premium Percent of Change. The renewal premium percent of change is based on information presented in this letter.



Principal Life Insurance Company
Des Moines, Iowa 50392
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