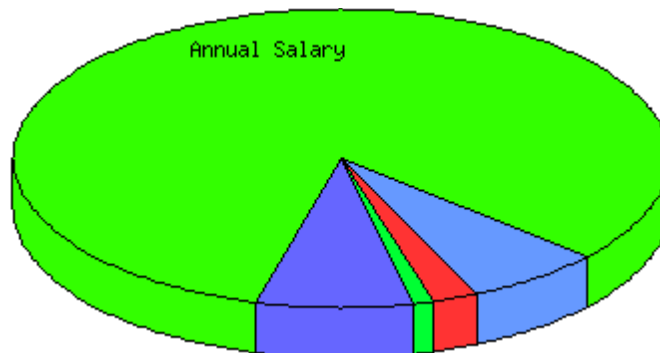


Total Compensation Statement for Sample Employee June 2010

Dear Sample Employee,

This compensation statement is a brief overview of the benefits provided by your employer. If you have any questions regarding this information, please contact your HR Department. The value of some benefits may be considered as part of your salary. Usually these benefits are in the form of time away from work which your employer still compensates you for. Other benefits have employer contribution which essentially increases your compensation from your employer. These are listed as Benefits in Addition to Salary.

Summary of Total Compensation		
Employer Provided Benefits		
Benefits Included in Your Salary		
<u>Vacation Benefit</u>	\$ 2,500.16	4.08 %
<u>Sick Pay Benefit</u>	\$ 961.60	1.57 %
<u>Holiday Benefit</u>	\$ 1,153.92	1.88 %
Total Benefits Included in Your Salary	\$ 4,615.68	7.53 %
Salary and Benefits in Addition to Salary		
Annual Salary	\$ 50,000.00	81.6 %
<u>Medical Benefit</u>	\$ 4,036.68	6.59 %
<u>Dental Benefit</u>	\$ 220.56	0.36 %
<u>Life and AD&D Benefit</u>	\$ 67.50	0.11 %
<u>LTD Benefit</u>	\$ 66.00	0.11 %
<u>STD Benefit</u>	\$ 138.46	0.23 %
<u>Flexible Spending Account Benefit</u>	\$ 1,372.80	2.24 %
<u>Pension/401K Benefit</u>	\$ 625.00	1.02 %
<u>Additional Benefit</u>	\$ 19.20	0.03 %
Employment Taxes	\$ 4,691.00	7.66 %
Total Employer Provided Benefits	\$ 11,237.20	18.35 %
Total Compensation	\$ 61,237.20	100.0 %



In order to make this program as user friendly as possible, certain assumptions were made regarding tax rates and other factors that are generic to this group. Approximation of benefits may not be 100% accurate.

The following benefits will not be visible in the chart because their percentage is too small relative to the entire chart.

Dental, Life and AD&D , LTD, STD, Additional.

CIGNA Medical Plan

Your health care plan is provided through CIGNA. You are eligible if you work a minimum of 30 hours per week. The annual deductible for this plan is \$500 per individual or \$1000 per family. Office visits are subject to a \$15 copayment per visit. Prescription drugs have a \$10.00 copay for generic, \$20.00 copay for Non-Formulary, and a \$40.00 for Formulary drugs

Life

Your Life Insurance Plan is provided through Standard Insurance Company

Long Term Disability

Your Long Term Disability plan is provided through Standard Insurance Company. The plan pays 60% of your monthly salary to maximum of \$4000.

Short Term Disability

Your short term disability plan is provided through Standard Insurance Company. The plan pays 60% of your weekly earnings to a maximum of \$500.

Flexible Spending Account

Flex Benefits are being provided by Allegiance Benefit Plan Management.

Pension

Enrollment in a company-sponsored 401(k) plan is available. Please contact your HR Administrator for details.