



February 20, 2009

John J. Dorning  
1200 Bunting Way  
Atlanta, GA 30304

Dear John,

As a valued employee, ABC Company is pleased to present you with your personalized Total Compensation Statement. While cash compensation is the largest portion of your total compensation, a significant portion is provided through indirect pay for health insurance, retirement and other benefits.

We prepared this statement to help you to better understand the true value of your compensation. If you have any questions, please contact Susan Robins at 999.999.9999.

Sincerely,  
**Mike Michaels**  
President

## 2009 Total Compensation Statement

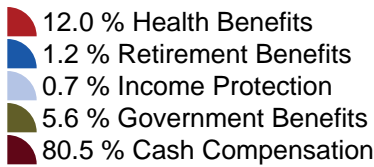
### John J. Dorning

|                                      | Your Contribution | Our Contribution |
|--------------------------------------|-------------------|------------------|
| <b>Cash Compensation</b>             |                   |                  |
| Base Pay                             |                   | 85,000           |
| Commission                           |                   | 8,000            |
| Bonus                                |                   | 5,000            |
| <b>Total Cash Compensation</b>       |                   | <b>\$98,000</b>  |
| <b>Health Benefits</b>               |                   |                  |
| Medical                              | 2,000             | 5,000            |
| HRA                                  |                   | 1,000            |
| Wellness                             |                   | 350              |
| Dental                               | 300               | 8,000            |
| Vision                               | 100               | 300              |
| <b>Total Health Benefits</b>         | <b>\$2,400</b>    | <b>\$14,650</b>  |
| <b>Income Protection</b>             |                   |                  |
| Life Insurance                       | 1,000             | 350              |
| Disability                           | 0                 | 500              |
| <b>Total Income Protection</b>       | <b>\$1,000</b>    | <b>\$850</b>     |
| <b>Government Insurance Benefits</b> |                   |                  |
| Workers' Compensation                |                   | 139              |
| Social Security and Medicare         | 6,653             | 6,653            |
| <b>Total Government Benefits</b>     | <b>\$6,653</b>    | <b>\$6,792</b>   |
| <b>Retirement Benefits</b>           |                   |                  |
| 401(k)                               | 10,000            | 0                |
| Profit Sharing                       |                   | 1,500            |
| <b>Total Retirement Benefits</b>     | <b>\$10,000</b>   | <b>\$1,500</b>   |
| <b>Total Compensation Value</b>      |                   | <b>\$121,792</b> |

### Benefit Cost Breakdown



### Your Compensation Package



### Our Focus On Your Health And Wellness

We believe that a Health Reimbursement Arrangement (HRA) gives you more control over how your health care money is spent. Funds in your HRA can be used for medical expenses that are subject to your medical deductible and other qualifying medical expenses.

**We Contributed \$1,000 For Your HRA.**

**We Contributed \$350 To Your Wellness.**

Our wellness plan, ABC Co. Wellness, allows us to set aside \$500 for you to use for gym membership, trainer, or fitness equipment. You spent \$350 last year. Contact Human Resources for more information.

In addition to the compensation and benefits outlined on this statement, you received:

- Employee Assistance Program
- Flexible Spending Account
- Tuition Reimbursement
- Credit Union
- Flexible Schedules

ABC Company also demonstrates our commitment to your health and wellness through:

- Health Coaching
- Smoking Cessation Program
- Health Risk Screening
- Weight Watchers
- Health Newsletter



February 20, 2009

Sally V. Smithson  
2418-C Joy Lane  
Doraville, GA 30316

Dear Sally,

As a valued employee, ABC Company is pleased to present you with your personalized Total Compensation Statement. While cash compensation is the largest portion of your total compensation, a significant portion is provided through indirect pay for health insurance, retirement and other benefits.

We prepared this statement to help you to better understand the true value of your compensation. If you have any questions, please contact Susan Robins at 999.999.9999.

Sincerely,  
**Mike Michaels**  
President

2009 Total Compensation Statement

**Sally V. Smithson**

|                                      | Your Contribution | Our Contribution |
|--------------------------------------|-------------------|------------------|
| <b>Cash Compensation</b>             |                   |                  |
| Base Pay                             |                   | 75,000           |
| Commission                           |                   | 5,000            |
| Bonus                                |                   | 2,000            |
| <b>Total Cash Compensation</b>       |                   | <b>\$82,000</b>  |
| <b>Health Benefits</b>               |                   |                  |
| Medical                              | 3,000             | 8,000            |
| HRA                                  |                   | 1,500            |
| Wellness                             |                   | 100              |
| Dental                               | 600               | 1,200            |
| Vision                               | 200               | 800              |
| <b>Total Health Benefits</b>         | <b>\$3,800</b>    | <b>\$11,600</b>  |
| <b>Income Protection</b>             |                   |                  |
| Life Insurance                       | 0                 | 300              |
| Disability                           | 0                 | 100              |
| <b>Total Income Protection</b>       | <b>\$0</b>        | <b>\$400</b>     |
| <b>Government Insurance Benefits</b> |                   |                  |
| Workers' Compensation                |                   | 117              |
| Social Security and Medicare         | 3,649             | 3,649            |
| <b>Total Government Benefits</b>     | <b>\$3,649</b>    | <b>\$3,766</b>   |
| <b>Retirement Benefits</b>           |                   |                  |
| 401(k)                               | 6,000             | 0                |
| Profit Sharing                       |                   | 1,000            |
| <b>Total Retirement Benefits</b>     | <b>\$6,000</b>    | <b>\$1,000</b>   |
| <b>Total Compensation Value</b>      |                   | <b>\$98,766</b>  |

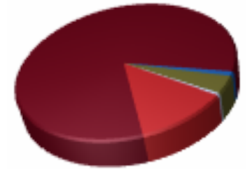
**Benefit Cost Breakdown**



55.5 % Company-Paid Benefits  
44.5 % Benefits You Paid For

**Your Compensation Package**

- 11.7 % Health Benefits
- 1.0 % Retirement Benefits
- 0.4 % Income Protection
- 3.8 % Government Benefits
- 83.0 % Cash Compensation



**Our Focus On Your Health And Wellness**

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**We Contributed \$1,500 For Your HRA.**

**We Contributed \$100 To Your Wellness.**

Our wellness plan, ABC Co. Wellness, allows us to set aside \$100 for you to use for gym membership, trainer, or fitness equipment. You spent \$100 last year. Contact Human Resources for more information.

In addition to the compensation and benefits outlined on this statement, you received:

- Employee Assistance Program
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- Tuition Reimbursement
- Credit Union
- Flexible Schedules

ABC Company also demonstrates our commitment to your health and wellness through:

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