



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

Benefit Cost Breakdown



54.3 % Company-Paid Benefits
45.7 % Benefits You Paid For

Your Compensation Package

- 12.0 % Health Benefits
- 1.2 % Retirement Benefits
- 0.7 % Income Protection
- 5.6 % Government Benefits
- 80.5 % Cash Compensation



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

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

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 \$1,500 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
- 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