

Your
Logo Here



August 1, 2019

John J. Dorning
1200 Bunting Way
Atlanta, GA 30304

Dear John,

As a valued employee, Lincoln County 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.

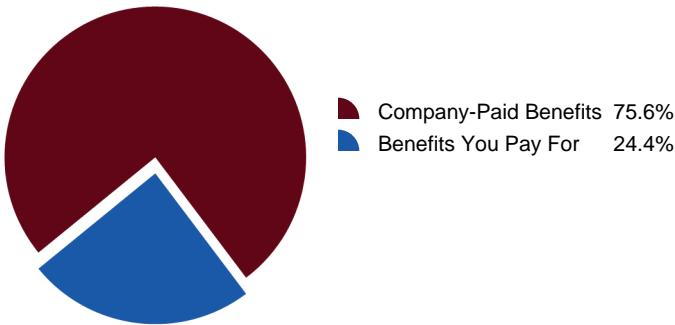
We prepared this statement to help you to better understand the true value of your compensation. If you have any questions, please contact Human Resources.

Sincerely,
YOUR NAME
YOUR TITLE

2019 Total Compensation Statement
John J. Dorning

	Your Contribution	Our Contribution
Cash Compensation		
Base Salary		85,000
Commission		100
Bonus		8,000
Cell Phone		200
Total Cash Compensation		\$98,300
Health & Welfare		
Medical Plan	2,000	5,000
Dental Plan	300	8,000
Vision Plan	100	300
HRA	0	500
Total Health and Welfare Benefits	\$2,400	\$13,800
Retirement		
401(k)	100	300
Total Retirement Benefits	\$100	\$300
Income Protection		
Disability	0	480
Total Income Protection	\$0	\$480
Miscellaneous		
Social Security	3,251	3,251
Total Miscellaneous Benfits	\$3,251	\$3,251
Total Compensation Value		\$116,131

Benefit Cost Breakdown



Our Focus On Your Health And Wellness

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

We make a prorated contribution to your HSA in the amount of: **\$500.**

Using Your HSA

You can use the money in your HSA to pay for qualifying current medical expenses, save it for future medical expenses or for your retirement. Visit HSA Administrator Website to check your HSA balance and view a list of eligible expenses.

Wellness Program Rewards

Through our wellness plan, Your Wellness Matters, we set aside \$500 for you to use for a gym membership, yoga or other fitness classes, or fitness equipment. Contact Human Resources for more information.

Last year, your Wellness Program Rewards totaled **\$300.**

You may also take advantage of Company-sponsored programs including:

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

We also offer the following at some locations:

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

Your
Logo Here



August 1, 2019

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

Dear Sally,

As a valued employee, Lincoln County 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.

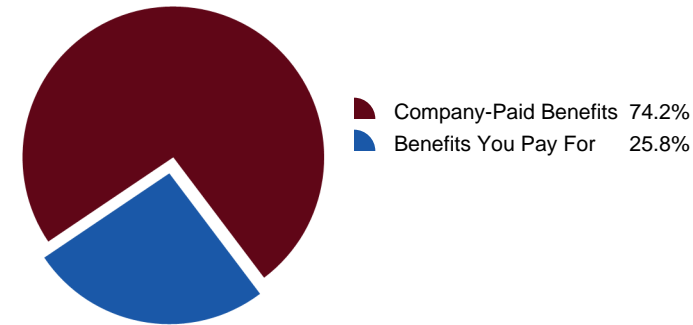
We prepared this statement to help you to better understand the true value of your compensation. If you have any questions, please contact Human Resources.

Sincerely,
YOUR NAME
YOUR TITLE

2019 Total Compensation Statement
Sally V. Smithson

	Your Contribution	Our Contribution
Cash Compensation		
Base Salary		75,000
Bonus		5,000
Total Cash Compensation		\$82,000
Health & Welfare		
Medical Plan	3,000	8,000
Dental Plan	600	1,200
Vision Plan	200	800
HRA	0	200
Total Health and Welfare Benefits	\$3,800	\$10,200
Retirement		
401(k)	200	800
Total Retirement Benefits	\$200	\$800
Income Protection		
Disability	0	480
Total Income Protection	\$0	\$480
Total Compensation Value		\$93,480

Benefit Cost Breakdown



Our Focus On Your Health And Wellness

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

We make a prorated contribution to your HSA in the amount of: **\$200.**

Using Your HSA

You can use the money in your HSA to pay for qualifying current medical expenses, save it for future medical expenses or for your retirement. Visit HSA Administrator Website to check your HSA balance and view a list of eligible expenses.

Wellness Program Rewards

Through our wellness plan, Your Wellness Matters, we set aside \$500 for you to use for a gym membership, yoga or other fitness classes, or fitness equipment. Contact Human Resources for more information.

Last year, your Wellness Program Rewards totaled **\$50.**

You may also take advantage of Company-sponsored programs including:

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

We also offer the following at some locations:

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