

Dear John,

ABC Company is delighted to offer you the position of Director of Accounting with an anticipated start date of August 11, 2019. The following statement summarizes your projected annualized total compensation. We offer a comprehensive benefits program, which includes medical insurance, 401(k), paid time off, and more! We projected our contributions for these benefits based on your demographics. As you can see, your projected total compensation includes much more than your base salary.

This statement is should help you understand the full value of your projected compensation including employer contributions to your benefits as well as your cash compensation. It is not a contract indicating employment terms.

August 5, 2019

John J. Dorning  
1200 Bunting Way  
Atlanta, GA 30304

## 2019 Projected Annual Compensation Statement

### John J. Dorning

	Our Projected Contribution
<b>Cash Compensation</b>	
Base Salary	85,000
Commission	100
Bonus	8,000
Overtime	5,000
<b>Annual Projected Cash Compensation</b>	<b>\$98,100</b>
<b>Health &amp; Welfare</b>	
Medical Plan	5,000
Dental Plan	8,000
Vision Plan	300
Health Savings Account	1,000
<b>Total Health and Welfare Benefits</b>	<b>\$14,300</b>
<b>Income Protection</b>	
Life Insurance	800
Disability	600
<b>Total Income Protection</b>	<b>\$1,400</b>

**Projected Annual Total Compensation Value**

**\$113,800**

### Projected Total Compensation Breakdown



Compensation	65.9%
Health & Welfare	12.6%
Income Protection	1.2%
Pay For Time Off	20.3%

Total may not be 100% due to rounding.

### About Your New Hire Benefits

ABC Company values our employees and we pay 100% for employee Medical and Dental coverage. Spouse/partner dependent benefits are available to those spouses/partners who do not have other access to health benefits.

### Volunteerism

We support your volunteer efforts and offer charitable donation matching of up to:

**\$500**

### Signing Bonus

We are excited to have you as a part of our time and you will receive a signing bonus of \$5,000 included in your first paycheck.

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

- 8 Days of Paid Time Off (Cash value \$5,600)
- 10 Paid Holidays (Cash value \$7,000)
- 15 Sick Days (Cash value \$10,500)
- Employee Assistance Program
- Flexible Spending Account
- Tuition Reimbursement

Dear Sally,

ABC Company is delighted to offer you the position of Director of Accounting with an anticipated start date of August 11, 2019. The following statement summarizes your projected annualized total compensation. We offer a comprehensive benefits program, which includes medical insurance, 401(k), paid time off, and more! We projected our contributions for these benefits based on your demographics. As you can see, your projected total compensation includes much more than your base salary.

This statement is should help you understand the full value of your projected compensation including employer contributions to your benefits as well as your cash compensation. It is not a contract indicating employment terms.

August 5, 2019

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

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## 2019 Projected Annual Compensation Statement

### Sally V. Smithson

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	Our Projected Contribution
<b>Cash Compensation</b>	
Base Salary	75,000
Bonus	5,000
Overtime	2,000
<b>Annual Projected Cash Compensation</b>	<b>\$82,000</b>
<b>Health &amp; Welfare</b>	
Medical Plan	8,000
Dental Plan	1,200
Vision Plan	800
<b>Total Health and Welfare Benefits</b>	<b>\$10,000</b>
<b>Income Protection</b>	
Life Insurance	1,000
Disability	300
<b>Total Income Protection</b>	<b>\$1,300</b>

#### **Projected Annual Total Compensation Value**

**\$93,300**

#### Projected Total Compensation Breakdown



Compensation	76.3%
Health & Welfare	10.7%
Income Protection	1.4%
Pay For Time Off	11.6%

Total may not be 100% due to rounding.

#### About Your New Hire Benefits

ABC Company values our employees and we pay 100% for employee Medical and Dental coverage. Spouse/partner dependent benefits are available to those spouses/partners who do not have other access to health benefits.

#### Volunteerism

We support your volunteer efforts and offer charitable donation matching of up to:

**\$500**

#### Signing Bonus

We are excited to have you as a part of our time and you will receive a signing bonus of \$5,000 included in your first paycheck.

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

- 8 Days of Paid Time Off (Cash value \$4,800)
- 10 Paid Holidays (Cash value \$6,000)
- Employee Assistance Program
- Flexible Spending Account
- Tuition Reimbursement