

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

Projected Annual Total Compensation Value

\$113,800

Projected Total Compensation Breakdown



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

2019 Projected Annual Compensation Statement

Sally V. Smithson

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

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