

Sample Employee  
123 Home Address  
City, State 12345

**Confidential Information Enclosed**

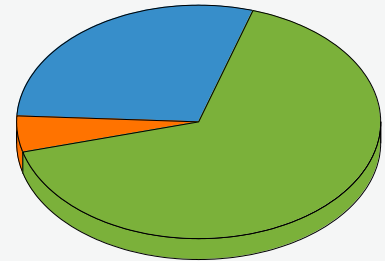
We are pleased to provide you with this personalized total compensation statement for 2015. It is our hope that the protection and security of these benefits will make life better for you today as well as provide you with a more secure future.

Your employee benefits contribute greatly to your annual compensation and to your personal well being. This statement not only gives you a brief summary of your personal benefit elections, but also provides "costs of benefits" information, which is important when considering your total compensation.

We are constantly working to provide you with a benefit package that is competitive and progressive within our industry and our community. We appreciate your service and dedication to the company.

**Value of your 2015 Total Compensation Package from Your Company**

	<u><i>company cost</i></u>	
<b>Earnings</b>		
Current Annual Earnings	\$40,000.00	
2015 Service Recognition Bonus	\$400.00	
<b>Your 2015 Total Earnings:</b>	<b>\$40,400.00</b>	
<b>Benefits</b>		
Total Employer Provided Insurance	\$3,740.00	
Statutory Benefits	\$3,300.00	
401(k) Match	\$1,200.00	
Wellness Credits	\$300.00	
Cell Phone Allowance	\$600.00	
<b>Total Employer-Provided Benefits:</b>	<b>\$9,140.00</b>	
<b>Your 2015 Total Compensation:</b>	<b>\$49,540.00</b>	



■ earned income 74.4%  
■ company paid benefits 18.4%  
■ time off 7.1%

## Summary of Benefits for Sample Employee

Employer-Provided/Shared	Your Election/Benefit	your cost	company cost
Medical	HDHP plan - employee/spouse	\$1,000.00	\$3,000.00
Dental	High Option - employee only	\$200.00	\$400.00
Vision	Enrolled - employee/spouse	\$150.00	\$200.00
Employee Assistance Program		\$0.00	\$40.00
Basic Life & AD&D	1.5 times base earnings	\$0.00	\$100.00
Social Security & Medicare		\$2,500.00	\$2,500.00
Unemployment		\$0.00	\$600.00
Workers' Compensation		\$0.00	\$200.00
401(k) Retirement	Your Contribution - 6%	\$2,400.00	\$1,200.00
ESPP Plan	Not Enrolled	\$0.00	\$0.00
Wellness Credits		\$0.00	\$300.00
Cell Phone Allowance		\$0.00	\$600.00
<b>Voluntary Benefits</b>			
Employee Life Insurance	enrolled	\$50.00	\$0.00
Spouse Life Insurance	not enrolled	\$0.00	\$0.00
Dependent Life Insurance	not enrolled	\$0.00	\$0.00
AD&D Insurance	not enrolled	\$0.00	\$0.00
Short-Term Disability	enrolled	\$150.00	\$0.00
Long-Term Disability	enrolled	\$160.00	\$0.00
Accident	not enrolled	\$0.00	\$0.00
Critical Illness	not enrolled	\$0.00	\$0.00
Hospital Indemnity	not enrolled	\$0.00	\$0.00
LifeLock Identity Theft	not enrolled	\$0.00	\$0.00
Health Savings Account	enrolled	\$1,000.00	\$0.00
<b>Total Benefits</b>		<b>\$7,610.00</b>	<b>\$9,140.00</b>
Vacation	10.0 days		\$1,538.46
Sick Days	5.0 days		\$769.23
Holidays	8.0 days		\$1,230.77
<b>Total Time Off Value</b>			<b>\$3,538.46</b>
(value included as part of current annual income)			

### Employer Provided Benefits & Time Off:

- Medical, Dental & Vision Insurance: The Company offers employees medical, dental and vision insurance and pays a substantial portion of the cost for you and your dependent's coverage.
- Employee Assistance Program (EAP): To help you balance the demands of work and family life, we provide an EAP plan at no cost to you.
- Life & AD&D Insurance: Provides 1.5 times earnings to a maximum of \$125,000.
- Social Security & Medicare: Both employers and employees are required to pay taxes to help fund Social Security and Medicare (FICA taxes).
- Workers' Comp & Unemployment: The Company pays 100% of the cost for these benefits as required by current laws.
- 401(k) Retirement: In 2015, the Company matched \$0.50 for every \$1.00 contributed up to the first 6% of eligible earnings. Eligible after 90 days of service.
- Employee Stock Purchase Plan (ESPP): In 2015, the Company matched 33.3% of the dollars contributed to the plan. Eligible after 90 days of service.
- Wellness Credits: The Company offers a wellness plan to promote employee health. By participating, you can earn a contribution of up to \$300 towards your HSA plan.
- Voluntary Benefits: Employee paid benefits are available through payroll deduction. Please consult each plan document for the details and eligibility requirements.
- Time Off: Vacation and Sick days are earned based on your length of service. In addition, the Company celebrates 8 holidays. Note: Effective 1/1/2016, our holiday plan was enhanced to 6 holidays plus 4 personal choice days.

## Contacts

### contacts:

medical  
dental  
vision  
basic life & AD&D  
401(k)  
EAP

### website:

bcbst.com  
myuhcdental.com  
eyemed.com  
lincoln4benefits.com  
wellsfargo.com  
lifeworks.com

### phone:

800-123-4567  
800-445-9090  
866-723-0514  
800-423-2765  
800-728-3123  
888-267-8126

About your Statement: The actual determination of your benefits is based solely on the plan documents provided by the carrier of each plan. In case of a discrepancy between this statement and the plan documents, the plan documents will prevail.