

Sample Employee
123 Home Address
Portland, OR 12345

Additional Benefits...

Employee Assistance Program: This program provides you and your dependents confidential access to professionals to help with life span issues, including customized referrals to services, resources and providers and educational materials. Magellan Behavioral Health can be reached at 1-800-523-5668. This program is provided at no cost to you.

Transportation Subsidy: The Company provides a transportation subsidy for commuting costs. This benefit is up to 50% (maximum of \$70 per month) of the cost of a bus, ferry or train pass.

Sabbatical: The Company offers eligible staff the opportunity to take a sabbatical. For more information on the sabbatical program, please refer to the Company Manual.

Voluntary Benefits: The Company makes supplemental insurance and benefit plans available to employees. The plans listed below may be available during the annual open enrollment period. Please consult the plan document for the details and eligibility requirements of each plan located on the Human Resources page of Connections under Benefits.

- Supplemental Life Insurance
- AFLAC
- Health Savings Account (with HDHP)
- 529 College Savings Plan
- AD&D Insurance
- Pet Insurance
- Medical Flexible Spending Account
- Dependent Flexible Spending Account

Contacts...

Carriers	Plan Number	Phone	Web
Blue Cross	12345	1-800-722-1471	premera.com
Kaiser Permanente	12345	1-800-831-2000	kaiserpermanente.org
Kaiser Foundation Health	12345	1-800-464-4000	kaiserpermanente.org
Group Health Options	12345	1-888-901-4636	ghc.org
Delta Dental	12345	1-800-554-1907	deltadental.com
Vanguard	12345	1-800-523-1188	vanguard.com

This statement is a summary of the total compensation you received in 2015. It does not constitute an employment agreement or serve as a guarantee of future compensation or benefits. 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.



Sample Employee Your 2015 Compensation & Benefits Report

*earnings
medical
dental
life
disability
retirement
time off*



Retirement...

- \$6,000.75 **Salary Deferral & Roth:** You can save up to 75% of your total pay each pay period up to the IRS limits. In 2015, you could save up to \$18,000, plus an additional \$6,000 catch-up contribution if age 50 or over.
- \$3,000.29 **Company Matching:** Eligible participants receive 50% of the first 6% of pay contributed.
- \$7,300.98 **Retirement Contribution:** Eligible employees will receive a retirement contribution (to be posted in 2015) regardless of participation in the retirement and 401(k) plans.

Personal Time Off (PTO) Accrual...

The Company recognizes the value of taking time away from the work environment. At your current annual salary of \$87,500, your annual PTO accrual is equal to \$9,422.88. If you are not eligible for PTO, Paid Sick Time may be available through local ordinance.



Insurance & Additional Benefits...

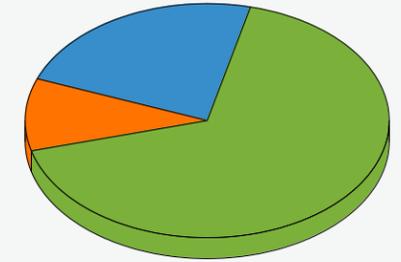
- \$8,339.00 **Medical & Dental Insurance:** The Company pays up to 100% of employee medical and dental premiums. Children, spouses and domestic partners may be added. Refer to your medical plan document for specific information about your health care coverage. The Delta Dental Plan Booklet provides information about covered dental services.
- \$41.52 **Life Insurance:** The Company provides you with a life insurance benefit of one times your annual salary in group term life insurance. You can also purchase supplemental protection through payroll deduction.
- \$163.92 **Short- and Long-Term Disability:** The Company provides a Long Term Disability plan, which pays 60% of your salary after 90 days of a disability. Please refer to your insurance booklet for more information. Additionally, after two years of service you are eligible to receive short-term disability benefits. This benefit pays 60% of your salary on the 43rd day of a disability and can continue until Long Term Disability is available.
- \$6,730.54 **Social Security and Medicare Taxes:** The Company pays Medicare and State and Federal Unemployment taxes. In addition, 6.2% of your taxable income is paid to support social security benefit programs.
- \$0.00 **Other Employer-Paid Benefits:** The Company offers a variety of other benefits, including the following:
 - Eligible participants enrolled in the High Deductible Health Plan with a Health Savings Account (HSA) through HSA Bank receive a contribution to their HSA.
 - The Company pays the premium for a basic long-term care policy for staff employees with at least 15 years of service. You must apply and be approved for this coverage by the LTC insurance carrier.
 - Under the Company's Adoption Assistance Plan, employees may be reimbursed for eligible adoption expenses up to \$5,000.
 - Eligible employees may be reimbursed up to \$5,250 per year in Educational Assistance to improve job skills. Refer to the Company manual for more information.

	<i>Company cost</i>
Direct Pay	
Paid Time	\$79,938.62
PTO, ESL and Paid Sick Time	\$7,344.99
Paid Holidays (9 holidays in 2015)	\$2,979.81
Bonus	\$9,750.00

Total Direct Pay for 2015 **\$100,013.42**

	<i>Company cost</i>
Benefits	
Medical & Dental Premiums	\$8,339.00
Life Insurance Premium	\$41.52
Long-Term Disability	\$163.92
Retirement & 401(k) Plan	\$10,301.27
Social Security and Medicare Taxes	\$6,730.54
Other Employer-Paid Benefits	\$0.00

Total Employer-Paid Benefits in 2015 **\$25,576.25**



Value of my 2015 Total Compensation: \$125,589.67

Dear Employee,

2015

I am writing to provide you with a Total Compensation statement, which is a summary of the benefits and compensation that you receive from the Company. As you know, the Company is committed to professional excellence, and we have high expectations of our employees. In return, the Company provides a robust *total compensation* package that includes the following programs:

- Medical Insurance
- Dental Insurance
- Prescription Coverage
- Disability Insurance
- Life Insurance
- Employee Assistance Program
- Retirement Plan
- 401(k) & Company Match
- Educational Reimbursement
- Paid Sabbatical

The Company had another very successful year in 2015, with many remarkable accomplishments for our clients. We were also very proud to have been named by FORTUNE Magazine as one of the 100 Best Companies to Work For in America for the thirteenth consecutive year and to have been named in FORTUNE'S Top 10 Best Companies For Women. Our recognition is a direct result of your continuous efforts and contributions to the Company's successes.

This personalized summary provides you with an annual review of your benefits and how they relate to your total compensation. If you have questions about your Total Compensation Statement, please contact the Human Resources Department.

Thank you for your contributions to our clients and for continuing to make the Company such a great place to work.

Sincerely,