

# Your 2012 Personalized Total Compensation Statement

ABC Company  
12345 Main Street  
City ST 12345



Pat Employee  
12345 1st Street  
City ST 12345

Dear Pat:

The management of ABC Company is pleased to present your personalized total compensation statement highlighting your total compensation package. Because your well-being is important to us, the benefit program is designed to furnish you with protection against financial devastation due to illness, disability, loss of work, retirement or death. Some of the benefits are mandated by Federal or State legislation; others are provided by the Company to attract and retain quality individuals. Often our day-to-day responsibilities distract us from knowing what protection we have and the value of that protection to us.

Enclosed is an outline and cost analysis of your company-sponsored benefits. Share this information with your family, too, so that they are aware of the benefits provided to them. If you have any questions, please call Jane at extension 555.

Thank you for your contributions to the company's success throughout the year.

Sincerely,

A handwritten signature in black ink that reads "Gina Host".

Gina Host  
VP of Human Resources



## Your Online Access:

Website: [www.totalcompbuilder.com/enterprise](http://www.totalcompbuilder.com/enterprise)

Company Number: 5707

Username: pemploy00001

Password: 12345678

Prepared Especially for: Pat Employee

## CASH COMPENSATION AND BENEFITS SUMMARY

The amount of your total compensation from ABC Company is much more than what is indicated in your yearly earnings statement. In addition to direct pay, it includes the value of your health care insurance, disability and life insurance, retirement benefits and government mandated benefits. Below, we break out your total compensation.

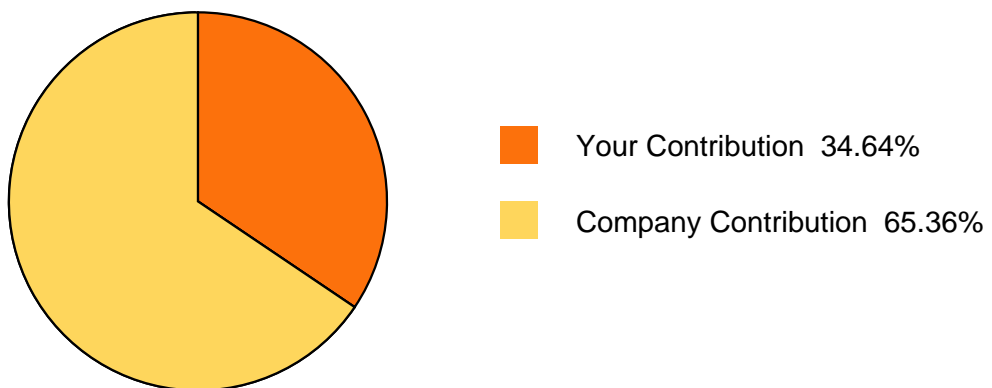
### CASH COMPENSATION

	<b>Amount</b>
Salary	\$50,000.00
Bonus	\$1,000.00
Commission	\$4,780.00
2011 Annual Salary	\$62,000.00
<b>Total:</b>	<b>\$117,780.00</b>

Salary as of 12/31/2011.

<b>BENEFITS</b>	<b>Plan</b>	<b>Coverage</b>	<b>Your Contribution</b>	<b>Company Contribution</b>
Medical Insurance	Kaiser HMO	Emp & Family	\$2,476.76	\$11,307.64
Dental Insurance	Delta Dental	Emp & Family	\$1,145.56	\$286.40
Vision Insurance	VSP	Emp & Family	\$163.02	\$40.74
Life and AD&D Insurance	Cigna	\$101,000	\$0.00	\$121.20
Voluntary Employee Life Insurance	John Hancock	2x Salary	\$130.00	\$0.00
Voluntary Spouse Life Insurance	John Hancock	\$10,000	\$76.00	\$0.00
Voluntary Child Life Insurance	John Hancock	\$5,000	\$30.00	\$0.00
Long Term Disability	Cigna		\$0.00	\$99.96
Short Term Disability	Cigna		\$0.00	\$161.55
Social Security and Medicare			\$3,535.43	\$3,535.43
Federal Unemployment Insurance			\$0.00	\$56.00
401k Retirement Plan			\$1,000.00	\$500.00
Employee Assistance Plan (EAP)			\$0.00	\$36.00
<b>Total:</b>			<b>\$8,556.77</b>	<b>\$16,144.92</b>

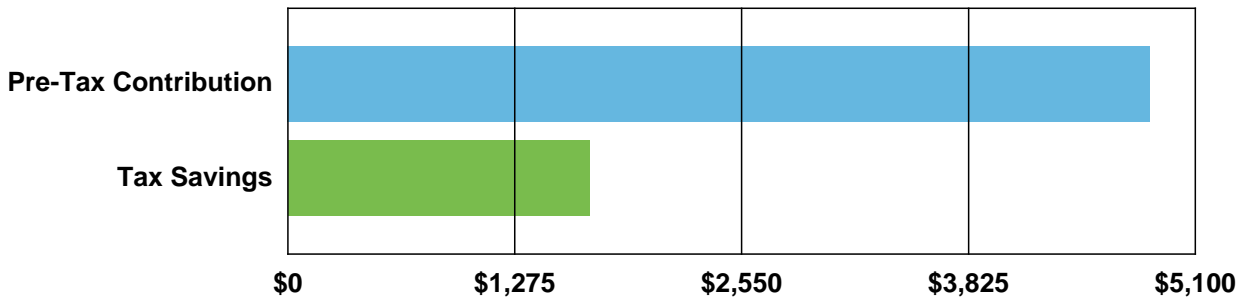
The above benefit elections are based on 12/31/2011.



## ESTIMATED TAX SAVINGS

ABC Company also offers you the opportunity to pay for additional benefits with pre-tax dollars. The following programs will save you tax dollars when you elect to pay for such benefits with pre-tax deferrals.

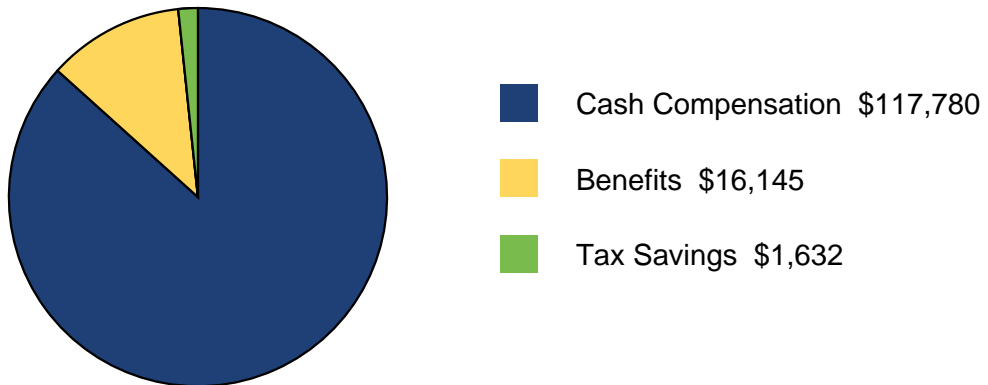
Program	Pre-Tax Contribution	Tax Savings
Medical Contribution	\$2,476.76	\$866.87
Dental Contribution	\$1,145.56	\$400.95
Vision Contribution	\$40.74	\$14.26
Sec 125 Medical	\$0.00	\$0.00
Sec 125 Dependent	\$0.00	\$0.00
Commuter	\$0.00	\$0.00
401k Contribution	\$1,000.00	\$350.00
<b>Total:</b>	<b>\$4,663.06</b>	<b>\$1,632.07</b>



Based on 35% effective tax rate (federal, state, local and FICA taxes)

## TOTAL COMPENSATION VALUE

The true value of your ABC Company total compensation includes your direct pay, the company's contribution to your benefits and the consequent tax savings to you.



**THE TOTAL VALUE OF YOUR COMPENSATION:**

**\$135,556.99**

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## OTHER VALUABLE BENEFITS

ABC Company provides other valuable benefits that are not listed above. Below is a summary of those plans.

Paid Time Off (PTO)	15 Days	\$2,884.62
Holidays	8 Days	\$1,538.46
<b>Total:</b>		<b>\$4,423.08</b>

PTO and Holiday values are based on your salary and eligibility as of 12/31/2011.

## ADDITIONAL BENEFITS

As a ABC Company employee you may be eligible for additional benefits not mentioned so far, including:

- Maternity, Military, Bereavement Leave
- Gym Subsidy
- Referral Program
- Credit Union Membership
- Product Discount
- Holiday Parties

## Facts About This Report

This statement is intended to summarize the value of the company's benefit program as it relates to your total compensation. Reasonable measures have been taken to report this information accurately. Payment of any benefit, however, is subject to the actual conditions and terms of the applicable plans rather than to any information contained in this report. The amount of any benefits will be determined in accordance with the legal documents establishing the various plans. This report does not constitute such a legal document.