



February 20, 2009

John J. Dorning
 1200 Bunting Way
 Atlanta, GA 30304

Dear John,

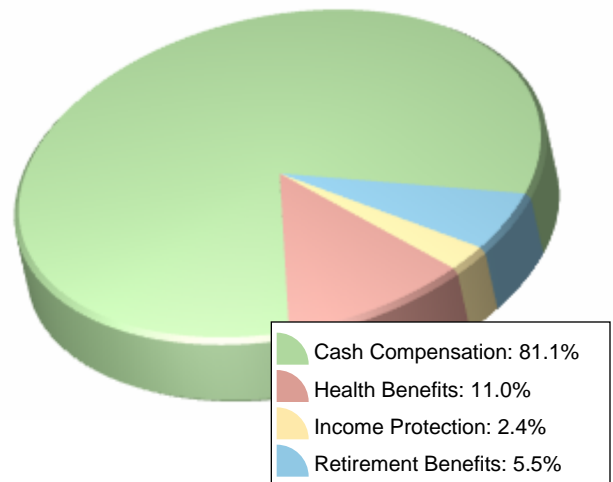
As a valued employee, ABC Company is pleased to present you with your personalized Total Compensation Statement. While cash compensation is the largest portion of your total compensation, a significant portion is provided through indirect pay for health insurance, retirement and other benefits.

We prepared this statement to help you to better understand the true value of your compensation. If you have any questions, please contact Susan Robins at 999.999.9999.

Sincerely,
Mike Michaels
 President

	Your Contribution	Company Contribution
Cash Compensation		
Base Pay		\$85,000.00
Commission		8,000.00
Bonus		5,000.00
Total Cash Compensation		\$98,000.00
Health Benefits		
Medical	\$2,000.00	\$5,000.00
Dental	300.00	8,000.00
Vision	100.00	300.00
Total Health Benefits	\$2,400.00	\$13,300.00
Income Protection		
Life Insurance	\$1,000.00	\$350.00
Short-Term Disability	0.00	500.00
Long-Term Disability	0.00	2,000.00
Total Income Protection	\$1,000.00	\$2,850.00
Retirement Benefits		
401(k)	\$10,000.00	\$0.00
Social Security/Medicare	6,652.87	6,652.87
Total Retirement Benefits	\$16,652.87	\$6,652.87
Total Compensation		\$120,802.87

The chart below illustrates our contribution to your total reward package beyond your cash:



Total may not be 100% due to rounding.

In addition to the compensation and benefits mentioned in the chart, you also received:

- 20 days of vacation (Cash value \$6,539)
- 8 paid holidays (Cash value \$2,615)
- 5 sick days (Cash value \$1,635)



February 20, 2009

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

Dear Sally,

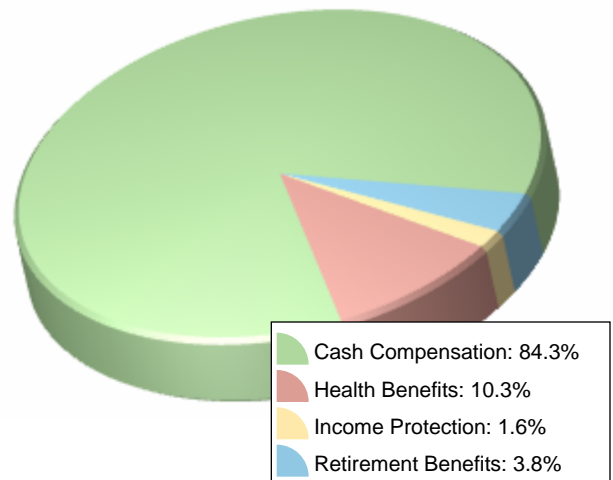
As a valued employee, ABC Company is pleased to present you with your personalized Total Compensation Statement. While cash compensation is the largest portion of your total compensation, a significant portion is provided through indirect pay for health insurance, retirement and other benefits.

We prepared this statement to help you to better understand the true value of your compensation. If you have any questions, please contact Susan Robins at 999.999.9999.

Sincerely,
Mike Michaels
 President

	Your Contribution	Company Contribution
Cash Compensation		
Base Pay		\$75,000.00
Commission		5,000.00
Bonus		2,000.00
Total Cash Compensation		\$82,000.00
Health Benefits		
Medical	\$3,000.00	\$8,000.00
Dental	600.00	1,200.00
Vision	200.00	800.00
Total Health Benefits	\$3,800.00	\$10,000.00
Income Protection		
Life Insurance	\$0.00	\$300.00
Short-Term Disability	0.00	100.00
Long-Term Disability	0.00	1,200.00
Total Income Protection	\$0.00	\$1,600.00
Retirement Benefits		
401(k)	\$6,000.00	\$0.00
Social Security/Medicare	3,648.65	3,648.65
Total Retirement Benefits	\$9,648.65	\$3,648.65
Total Compensation		\$97,248.65

The chart below illustrates our contribution to your total reward package beyond your cash:



Total may not be 100% due to rounding.

In addition to the compensation and benefits mentioned in the chart, you also received:

- 24 days of paid time off (Cash value \$6,923)
- 8 paid holidays (Cash value \$2,308)