

Your  
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August 5, 2019

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

Dear Sally,

As a valued employee, 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 Contact Name at PHONENUMBER.

Sincerely,  
**YOUR NAME**  
YOUR TITLE

## 2019 Total Compensation Statement Sally V. Smithson

	Your Contribution	Our Contribution
<b>Cash Compensation</b>		
Base Salary		75,000
<b>TOTAL COMPENSATION VALUE</b>		<b>\$82,000</b>
<b>Health &amp; Welfare</b>		
Medical Plan	3,000	8,000
Dental Plan	600	1,200
Vision Plan	200	800
<b>Total Health and Welfare Benefits</b>	<b>\$3,800</b>	<b>\$10,000</b>
<b>Retirement</b>		
401(k)	200	800
<b>Total Retirement Benefits</b>	<b>\$200</b>	<b>\$800</b>
<b>Income Protection</b>		
Life Insurance	0	1,000
Disability	375	24
Social Security and Medicare	2,869	2,869
<b>Total Income Protection</b>	<b>\$3,244</b>	<b>\$3,893</b>
<b>Total Compensation Value</b>		<b>\$96,693</b>



**Benefit Cost Breakdown**

- Compensation 70.7%
- Health & Welfare 10.3%
- Retirement 0.8%
- Income Protection 4.0%
- Pay For Time Off 14.1%

Total may not be 100% due to rounding.

### Description of Special Benefit

Describe any special benefit or bonus. This section is often used to describe a new benefit, a special benefit for company employees, or a company-wide award.

### Subtitle For Employee Specific Contribution

You received an Employee Service Bonus of \$200. Based on your service you also received a bonus award of company stock valued on 8/16/2019 at \$100.

We recognize the importance of work-life balance and you have the following time off benefits:

- 24 Days of paid time off (Cash value \$9,600)
- 10 Days of Holiday (Cash value \$4,000)

You may also take advantage of Company-sponsored programs including:

- Employee Assistance Program
- Flexible Spending Account
- Tuition Reimbursement
- Credit Union
- Flexible Schedules