



John J. Dorning  
1200 Bunting Way  
Atlanta, GA 30304

## 2009 Total Compensation Statement For John J. Dorning

Annual Salary	\$85,000
+ Commission	8,000
- Holidays	2,550
- Vacation or PTO	10,625
<b>= Annual Salary for Time Worked</b>	<b>84,825</b>
+ Company-Provided Benefits	36,617
<b>Total Compensation Value</b>	<b>\$121,442</b>

February 20, 2009

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.

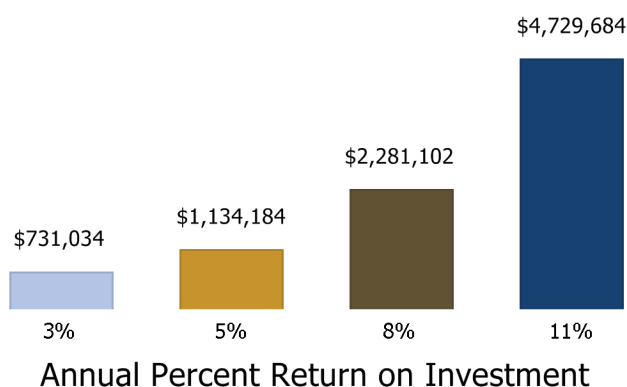
Sincerely,  
**Mike Michaels**  
President

Benefit	Your Cost	Company Cost
Vacation or PTO		10,625
Holidays		2,550
Medical	2,000	5,000
Health Savings	500	1,000
Dental	300	8,000
Vision	100	300
Life Insurance	1,000	350
Disability	0	500
FICA	6,653	6,653
Workers Comp.		139
401(k)	10,000	0
Profit Sharing		1,500
<b>Total Benefits</b>	<b>\$20,553</b>	<b>\$36,617</b>

**Breaking Down Your Total Compensation**  
Your Total Rewards Package includes many benefits beyond your regular paycheck.

### Saving For Your Future ABC Company 401(k) Savings Plan

Retirement is getting more and more expensive as the cost of living - especially the cost of medical care and prescription drugs - continues to grow. How will your savings affect your future retirement?



Assuming your current salary, contribution rate, and company match remain the same until December 31 of the year you turn 65, your account could be worth the amount indicated above based on the illustrated rates or return.

The 401(k) Savings Plan is administered by:  
**Bifidelity Investments**

Visit [www.bifidelity.com](http://www.bifidelity.com) to make changes to your investments or your plan contributions or call (800) 555-2368. Remember, ABC Company matches your plan contributions up to 5% of your base pay. Your contributions to your account belong to you. Company contributions vest 33% after 1 year, 66% after 2 years and 100% after 3 years of service.



### Your Benefits Package

- 10.8 % Time Off
- 11.8 % Health Benefits
- 1.2 % Retirement Benefits
- 0.7 % Income Protection
- 5.6 % Government Benefits
- 69.8 % Cash Compensation



### Benefit Cost Breakdown



### Other Benefits

In addition to the above benefits, we also provide you with:

- Employee Assistance Program
- Flexible Spending Account
- Tuition Reimbursement
- Health Risk Screening
- Smoking Cessation Program
- Flexible Work Schedules



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

February 20, 2009

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

## 2009 Total Compensation Statement For Sally V. Smithson

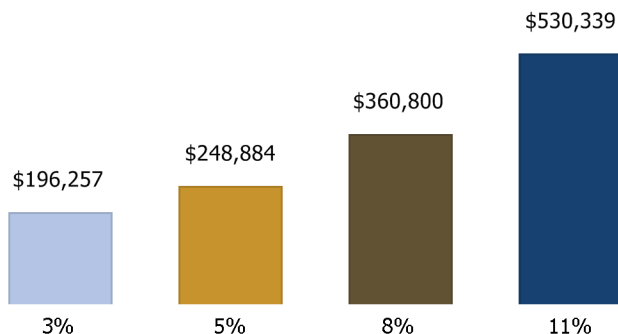
Annual Salary	\$75,000
+ Commission	5,000
- Holidays	2,250
- Vacation or PTO	9,000
<b>= Annual Salary for Time Worked</b>	<b>70,750</b>
+ Company-Provided Benefits	27,916
<b>Total Compensation Value</b>	<b>\$98,666</b>

Benefit	Your Cost	Company Cost
Vacation or PTO		9,000
Holidays		2,250
Medical	3,000	8,000
Health Savings	1,000	1,500
Dental	600	1,200
Vision	200	800
Life Insurance	0	300
Disability	0	100
FICA	3,649	3,649
Workers Comp.		117
401(k)	6,000	0
Profit Sharing		1,000
<b>Total Benefits</b>	<b>\$14,449</b>	<b>\$27,916</b>

**Breaking Down Your Total Compensation**  
Your Total Rewards Package includes many benefits beyond your regular paycheck.

### Saving For Your Future ABC Company 401(k) Savings Plan

Retirement is getting more and more expensive as the cost of living - especially the cost of medical care and prescription drugs - continues to grow. How will your savings affect your future retirement?



Annual Percent Return on Investment

Assuming your current salary, contribution rate, and company match remain the same until December 31 of the year you turn 65, your account could be worth the amount indicated above based on the illustrated rates or return.

The 401(k) Savings Plan is administered by:  
**Bifidelity Investments**  
Visit [www.bifidelity.com](http://www.bifidelity.com) to make changes to your investments or your plan contributions or call (800) 555-2368. Remember, ABC Company matches your plan contributions up to 5% of your base pay. Your contributions to your account belong to you. Company contributions vest 33% after 1 year, 66% after 2 years and 100% after 3 years of service.



71.7 % of your total pay for time worked  
28.3 % of your total pay for benefits

### Your Benefits Package

- 11.4 % Time Off
- 11.7 % Health Benefits
- 1.0 % Retirement Benefits
- 0.4 % Income Protection
- 3.8 % Government Benefits
- 71.7 % Cash Compensation



### Benefit Cost Breakdown



65.9 % Company-Paid Benefits  
34.1 % Benefits You Paid For

### Other Benefits

In addition to the above benefits, we also provide you with:

- Employee Assistance Program
- Flexible Spending Account
- Tuition Reimbursement
- Health Risk Screening
- Smoking Cessation Program
- Flexible Work Schedules