



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

## 2009 Total Compensation Statement John J. Dorning

<b>Annual Salary</b>	<b>\$85,000</b>
+ 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>

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



Benefit	Your Cost	Company Cost
Vacation or PTO		10,625
Holidays		2,550
Medical	2,000	5,000
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>

### 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



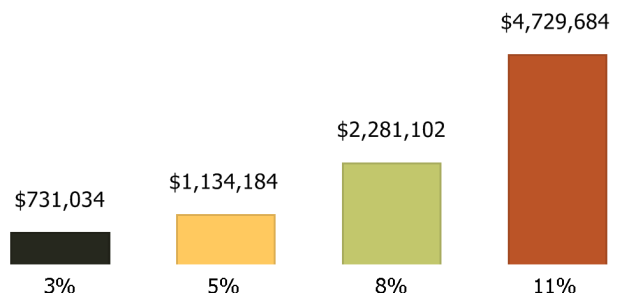
### Other Benefits

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

### 401(k) Savings Plan

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.



Annual Percent Return on Investment



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

2009 Total Compensation Statement

**Sally V. Smithson**

<b>Annual Salary</b>	<b>\$75,000</b>
+ 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>

**Breaking Down Your Total Compensation**

Your Total Rewards Package includes many benefits beyond your regular paycheck.



Benefit	Your Cost	Company Cost
Vacation or PTO		9,000
Holidays		2,250
Medical	3,000	8,000
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>

**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**



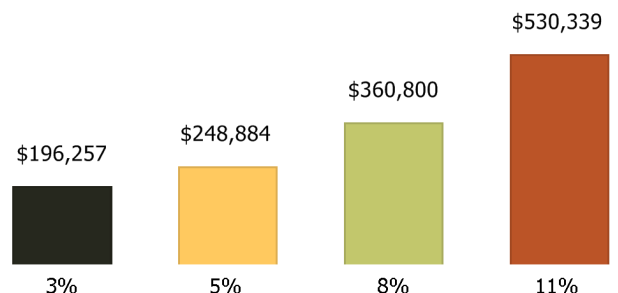
**Other Benefits**

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

**401(k) Savings Plan**

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.



Annual Percent Return on Investment

This statement is based on your pay and benefits as of 12/31/2008. Every effort has been made to ensure the accuracy of this statement. Please contact Susan Robins if you notice any discrepancies. Nothing in this document is intended to alter the at-will nature of the employee/employer relationship.