



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**

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

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
Total Benefits	\$20,553	\$36,617

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



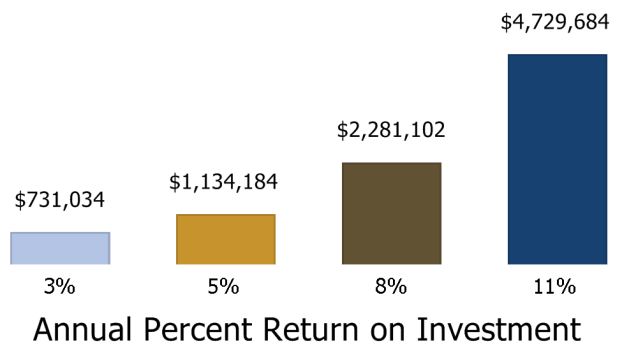
Other Benefits

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.





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

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

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
Total Benefits	\$14,449	\$27,916

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



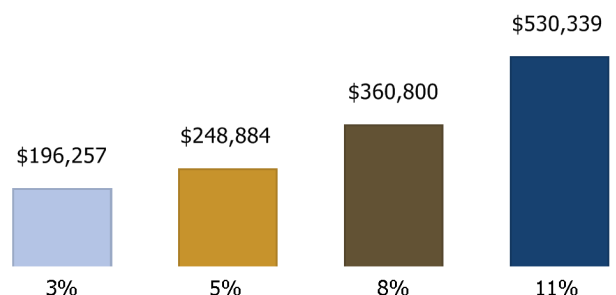
Other Benefits

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