



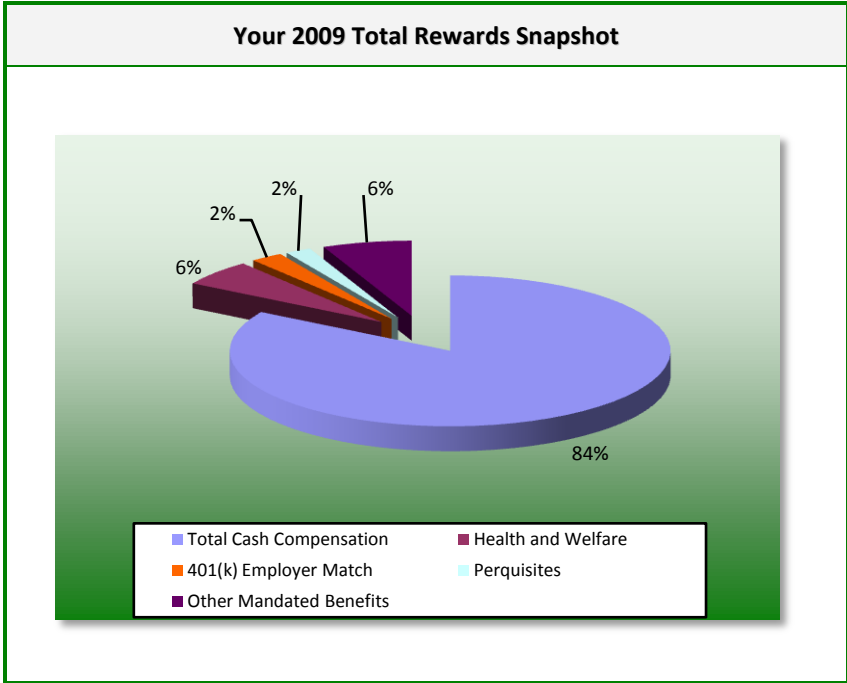
2009 TOTAL REWARDS STATEMENT*

Cash Compensation Summary	
Base Salary	
2009 Base Salary	\$70,000
Bonus	
2008 On-Time and w/in Budget Bonus	\$2,500
2008 Performance and Certification Bonus	\$1,500
2008 New Business Development Bonus	N/A
2008 Other Bonus	N/A
Total Bonus	<u>\$4,000</u>
Total Cash Compensation	<u>\$74,000</u>

Employee Information	
Name:	Joe Smith
Salary Grade/Level:	EE
Title:	Senior Staff Accountant
Your Current Benefit Elections	
You are currently enrolled in Employee Only coverage.	
401(k) Contribution % (as of January 31, 2009)	6%
Health Care Flexible Spending	\$504
Dependent Care Flexible Spending	\$0
Paid Time Off Eligibility:	
Personal Leave	20 days
Paid Holidays	8 days

Benefits Summary – Company Contribution	
Health and Welfare	
Health Insurance	\$4,946
Retirement	
401(k) Employer Match	\$2,100
Life and Disability	
Term Life/AD&D Insurance	\$66
Short Term Disability Insurance (STD)	\$132
Long Term Disability Insurance (LTD)	\$90
Other Mandated Benefits	
FICA Tax (Social Security and Medicare)	\$5,661
Unemployment Compensation	\$94
Workers Compensation Insurance	\$50
Perquisites	
Paid Parking/Public Transportation	<u>\$1,680</u>
Total Benefits	<u>\$14,819</u>

Your 2009 Total Rewards **\$88,819**



*All figures have been annualized/estimated based on your January 31, 2009 rate of pay and benefit elections.