

# Your Benefits Statement

Employee Name: **John Smith**

Date of Statement: September 2013

Benefit	Entitlement	Details	Value
<b>Base Salary</b>	<b>\$174,000.00</b>	<b>Bonus \$7,650.00</b>	<b>\$181,650.00</b>
Medical Insurance	Family + Children	Insurance plan to cover medical treatment operated by BlueCross BlueShield. Dependants can also be covered. 80% of premium paid for by Company.	\$10,560.77
Dental Insurance Plan	Family + Children	Insurance plan to cover dental treatment operated by MetLife. Dependants can also be covered. 80% of premium paid for by Company.	\$396.96
Vision Insurance	Family + Children	Insurance plan to cover eye examinations operated by VSP, dependants can also be covered. 80% of premium fully paid for by Company.	\$64.42
Life Insurance	Benefit equals two times annual salary up to a maximum of \$350,000.00	Cover for the amount shown in event of employee's death whilst employed by Company Inc. Pay out doubles in event of accidental death.	\$584.64
401(K) Program	5% of base salary or \$4,000 capped per year	Employee contribution matched by Company. The 401K plan with Principal is an arrangement within which you have your own policy. It is possible to invest in a wide range of funds. You may log on to <a href="http://www.principal.com">www.principal.com</a> to manage your account and obtain further information.	\$4,000.00
Your 2013 Projected 401(K) Contributions			Projected using April 1 2013 salary \$17,500.00
2013 Projected Roth Contributions			\$0.00
Pension Plan	6.5% of base salary	Company makes a contribution of up to 6.5% of your base salary each year into the 401(K) plan.	\$11,310.00 Based on April 1, 2013 salary
Dependent Life Insurance	N/A	N/A	N/A
Short Term Disability/Long Term Disability Insurance	60% of salary up to \$12000	Insurance plan to protect your income in event of sickness absence. Full pay for 90 days and at 75% of base salary for the next 90 days. In the event of absence beyond 26 weeks, insurance may pay 60% of salary.	\$504.25 \$504.25
<b>BENEFITS TOTAL VALUE</b>			<b>\$28,033.04</b>
<b>BENEFITS PERCENT OF SALARY</b>			<b>16.11%</b>

Non-Costed Benefits		
Voluntary Plans		You have elected to participate in the following plans: Prepaid Legal Election.
Annual Vacation	25 days	Number of day's holiday to which you are entitled in the calendar year. The amount is pro-rated for part-time working.
Gym Membership	Employees can receive reimbursement of \$150 per year through BlueCross BlueShield once they have been a BlueCross BlueShield member for four months.	
Benefits Information	Seminars are held for employees which provide information on benefits e.g. Pensions.	
Flex Spending Plan	Employer established plan which enables employees to pay for certain medical, dependant care and transportation expenses with pre-tax dollars.	
Special Leave Policies	To ensure that employees are able to achieve a work-life balance e.g. Maternity, Paternity, Family Medical Leave.	

*MARKUS, the purpose of this Total Benefits Statement is to give you a complete picture of your benefits package. You may notice that the total value of your compensation is significantly higher than your annual base salary. Company's cost for providing these benefits equals approximately of your salary or per year.*

*Company contributes to and also forwards employee withholding taxes under FICA (Federal Insurance Contributions Act) which includes Social Security and Medicare benefit, on your behalf. You may request a Personal Earnings and Benefit Statement (PEBES) from the Social Security Administration to verify your earnings records and receive an estimate of your future Social Security benefits. You may request a statement online at [www.socialsecurity.gov](http://www.socialsecurity.gov).*

*Please note that this personalized benefits statement is not a legal document. All benefits are governed by the relevant policy documentation, which have precedence over the summary information contained in this statement. In the case of conflict or omission, the formal policy documentation and/or Company handbook applies. Copies of such documents are available from Human Resources.*

*Company Inc. reserves the right to change, suspend or cancel its benefit policies or practices with or without notice.*

*Please note that your annual salary used for this statement is that as of April 1, 2013. Therefore, all benefit calculations, such as for life insurance and disability benefit, are annualized amounts based on your salary level at that date.*

*It is expected that as your career progresses, your compensation and the value of your benefits will increase. Such changes will be reflected on future statements.*

*This statement does not confer any contractual rights, either express or implied, to remain in Company's employment; nor does it guarantee any fixed terms and conditions of your employment.*

***If you find any inaccuracies or have questions concerning your benefits and this statement, please contact Company in Human Resources.***