

# Company X

## Benefit Statement Calendar Year 2004

Prepared for:

**Jane Doe**

Illustration Only

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January 2005

# Company X

## **Benefit Statement for Jane Doe**

Benefits such as health insurance, 401(k) programs and life insurance are an important part of your overall compensation package at Company X. We are pleased to provide you with this personalized benefit statement. The statement is designed to give you an overview of the benefits you and your family enjoy now, and to help you plan for the future using the programs we provide. It is based on your earnings for Calendar Year 200X, or 1/1/0X to 12/31/0X, except where noted.

This statement is a summary of the benefits provided to you by Company X. You should refer to the actual plan documents for specific information regarding each benefit because those documents take precedence over this summary. All "paid time off" benefits (e.g. vacation) are estimated for a full year at your current base salary, and, for staff working less than a full-time workweek, are based on your estimated daily rate of pay.

### Medical, Life, AD&D, and Dental Insurance



We provide you and your family with fully paid health, life and accidental death & dismemberment (AD&D) insurance policies. The **medical policy** is a comprehensive program designed to cover most medical expenses in the event of illness or injury. You and your family participate in a Preferred Provider arrangement with the Private Healthcare Systems, Inc. This program provides for 100% coverage of doctor visits with one of the Network providers at a cost to you of \$0 per visit; prescription drugs are \$10.00 for generic and \$20.00 for brand name drugs. You may use your Paid Prescriptions, LLC card. And of course, inpatient hospital care is also covered.

Company X also provides each employee with \$5,000 in **term life insurance** coverage. In addition to the life insurance coverage, we provide each employee with **accidental death and dismemberment** insurance coverage of \$5,000.

Our cost of providing health, life, and AD&D insurance benefits for you was \$15,157.

We also provide a comprehensive **dental benefit** program. This program provides for 100% cost reimbursement for the following dental procedures:

**Annually**  
Fluoride Application  
Biopsy of Oral Tissue

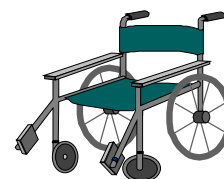
**Twice Annually**  
Full Teeth Cleaning  
Bite Wing & Full Mouth X-Rays  
Routine Oral Examination

This program reimburses most other dental procedures at either 80% or 50%, after a \$25 per person deductible. There is a \$1,000 maximum annual reimbursement per person and the plan

does not cover any orthodontic treatment or any dental procedure performed for cosmetic reasons. The cost to Company X of providing you with this dental coverage was .

### Disability Income Protection

Company X also provides insurance coverage that will replace a significant portion of your income in the event of a long-term disability. This coverage will replace approximately 60% of your salary, if the disability extends past a 90 day waiting period.



Fieldstead paid a premium of \$157 for your coverage.

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### Income For Your Future: The Company X 401(k) Plan



To help you save for your future goals, we have established a 401(k) plan for your benefit. The plan allows you to contribute up to \$10,000 per year on a pre-tax basis, and includes generous contributions from the Company. Each year the Company determines the contribution to the plan; in the past, at year-end, it has contributed up to 5% of your annual salary. In addition, the Company makes a 5% matching contribution on the first 8% of salary that you choose to defer, except for employees whose salaries exceed Federal limits; those employees might get less. The table below presents your contributions from 1/1/02 through 12/31/02, Company X's contribution, and your account balance as of December 31, 2002 (loans are not reflected):

Employee Contribution	Matching Contribution	Company X Contribution	Period Total Contribution	Account Balance
\$2,552.17	\$1,276.09	\$811.71	\$4,639.97	\$11,611.94

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### Vacation and Christmas Break

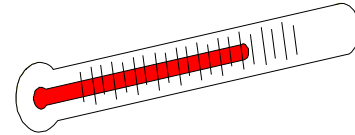
Time off from work is important to help us maintain a productive and refreshed attitude towards the daily requirements of our job. Company X currently provides you with 10 vacation days per year, an extended Christmas break and eleven national holidays (in 2002) to provide you with time to enjoy with your family and friends. The approximate values of those benefits for a full calendar year follow, using your average daily rate of \$130.77:



- Vacation Time: \$1,308
- Christmas Break: \$654
- National Holidays: \$1,438

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**Sick and Personal Time**



We realize that you might have a mild illness that will require you to remain at home during a normal workday or two. You earn sick time that accrues at 2/3 day per month to allow you to recover from these mild illnesses.

Company X also provides you with two personal days per year to use for those personal appointments that must be completed during the course of a normal business day. Your personal time benefits could amount to a \$1,308 value to you.

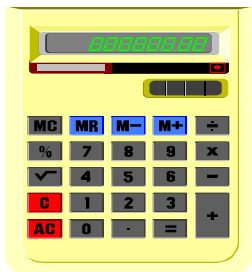
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**Statutory Benefits**

Company X also provides additional benefits to our employees. These benefits are listed below with the payments we make on your behalf for FY02:

▪ Workers Compensation Insurance	\$418
▪ FICA: Social Security	\$2,194
▪ FICA: Medicare	\$513
▪ Total FICA employer's share: \$2,707	
▪ Federal Unemployment Insurance	\$56
▪ State Unemployment Insurance	\$224
Total:	<b>\$3,405</b>



**Total Benefit Costs**

We estimate the total value of these benefits to be \$25,514. This is equivalent to approximately 39.0 additional weeks of pay or 45.0% of your base salary as of June 1, 200X.