

## Sample Company

This detailed statement has been prepared for you and your family to illustrate the value of specific benefits available to you as an employee of "Sample Company" and how these benefits relate to your overall compensation.

Benefit Description	Benefit Cost	%
		Compensation
<b>Time Off Benefits</b>		
Vacation Benefit - (15 Days Eligible)	\$3,618.00	7.34%
Paid Holidays - (9 Days)	\$1,118.00	2.27%
Shift Premium	\$214.46	0.44%
<b>Mandated Government Benefits</b>		
Social Security/Employer Match	\$2,452.21	4.98%
Federal Unemployment Taxes	\$56.00	0.11%
State Unemployment Taxes	\$756.00	1.53%
Worker's Compensation	\$874.01	1.77%
<b>Protection Benefit Programs</b>		
Medical - <i>Blue Cross/Blue Shield or Self Funded</i>	\$6,693.20	13.58%
Prescription - <i>Claimspro-PharmaCare (Self Funded)</i>	\$1,602.46	3.25%
Dental Benefit - <i>JFP (Self Funded)</i>	\$590.21	1.20%
Life/Ad&d/Dep Life Benefit - <i>Unum</i>	\$175.80	0.36%
Long Term Disability Benefit - <i>Unum</i>	\$95.04	0.19%
Short Term Disability Benefit - <i>Unum</i>	\$344.76	0.70%
Flex Admin Fee - <i>JFP</i>	\$0.00	0.00%
Employee Assistance Program - <i>Employee Resource Network</i>	\$22.92	0.05%
<b>Retirement Plan</b>		
401(k) Company Match - <i>Putnam Investments</i>	\$970.05	1.97%
401(k) Discretionary Profitsharing <i>(Your Contribution - \$ 317.33)</i>	\$410.37	0.83%
<b>Additional Company Benefits</b>		
Gainsharing & Discretionary Bonus	\$396.78	0.81%
<b>Total Cost of Benefits</b>		<b>\$20,390.27</b>
Regular Wages		<b>\$28,881.07</b>
Taxable Company Benefits		<b>\$5,347.24</b>
Taxable Compensation		<b>\$34,228.31</b>
<b>Total Compensation (Company Benefits &amp; Regular Wages)</b>		<b><u>\$49,271.34</u></b>
<b>Benefits as a % of Total Compensation</b>		<b><u>41.38%</u></b>
<b>Weekly Cost To Retain Employee</b>		<b>\$947.53</b>