

June 1, 2010

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Dear John,

As a valued employee, Insight e-Tools is pleased to present you with your personalized Total Compensation Statement for 2009. While cash compensation is the largest portion of your total compensation, a significant portion is provided through indirect pay for health insurance, income protection and other benefits.

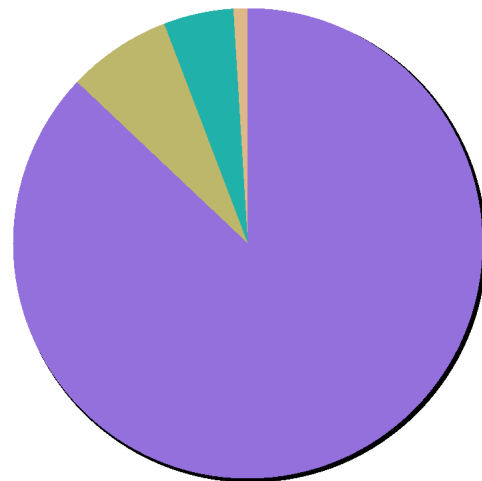
We hope this statement will help you better understand the true value of your compensation and benefits.

Sincerely,
Raj ^Ö[^
HR Director

Your Total Compensation Statement

Pay & Benefits	Your Contribution	Company Contribution
Cash Compensation		
Base Pay	\$0.00	\$165,000.00
Total Cash Compensation	\$0.00	\$165,000.00
Health Benefits		
Medical	\$350.00	\$13,569.80
Flexible Spending Account	\$1,440.00	\$0.00
Total Health Benefits	\$1,790.00	\$13,569.80
Income Protection		
Group Term Life	\$0.00	\$16.70
Voluntary Life Insurance	\$55.92	\$0.00
Group Short Term Disability	\$0.00	\$1,131.60
Group Long Term Disability	\$0.00	\$219.96
Federal Unemployment Ins.	\$0.00	\$56.00
State Unemployment Ins.	\$0.00	\$444.00
Total Income Protection	\$55.92	\$1,868.26
Retirement Benefits		
401(k)	\$4,800.00	\$144.00
Medicare	\$2,366.55	\$2,366.55
Social Security	\$6,621.60	\$6,621.60
Total Retirement Benefits	\$13,788.15	\$9,132.15
2009 Total Compensation	\$15,634.07	\$189,570.21

The chart below illustrates our contribution to your total compensation package in addition to your cash compensation.



Cash Compensation	87.0%
Health Benefits	7.2%
Income Protection	1.0%
Retirement Benefits	4.8%
Total may not be 100% due to rounding.	