



Dear John,

As a valued employee, Business Example Inc. is pleased to present you with your personalized Total Compensation Statement for 2022. While cash compensation is the largest portion of your total compensation, a significant portion is provided through indirect pay for health insurance, retirement and other benefits. We prepared this statement to help you better understand the true value of your compensation and benefits.

January 1, 2023

JOHN SMITH
123 MAIN STREET
SUNNYSIDE, CA 12345

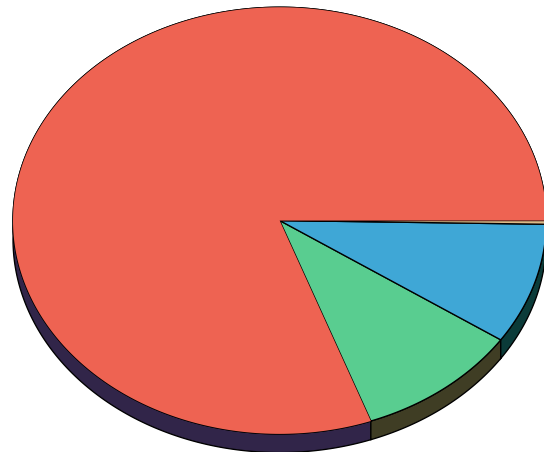
If you have any questions, please contact Jane Doe in Human Resources by phone at 888-667-5884 or JaneDoe@businessexampleinc.com.

Your Total Compensation Statement for 2022

Sincerely,
Jane Doe

Pay & Benefits	Your Contribution	Company Contribution
Cash Compensation		
Regular Pay	\$0.00	\$45,516.40
Overtime	\$0.00	\$7,522.59
Doubletime	\$0.00	\$162.40
Commission	\$0.00	\$600.00
Paid Leave	\$0.00	\$1,449.00
Bonus	\$0.00	\$3,034.28
Other Cash Compensation	\$0.00	\$550.00
Total Cash Compensation	\$0.00	\$58,834.67
Health Benefits		
Medical	\$5,416.08	\$7,275.12
Dental	\$1,188.48	\$0.00
Vision	\$986.16	\$0.00
Other Health	\$80.00	\$0.00
EAP	\$250.00	\$0.00
Total Health Benefits	\$7,920.72	\$7,275.12
Income Protection		
Life Insurance	\$0.00	\$40.00
Long-Term Disability	\$0.00	\$185.60
Federal Unemployment	\$0.00	\$60.00
State Unemployment Insurance	\$0.00	\$138.38
Total Income Protection	\$0.00	\$423.98
Retirement Benefits		
Medicare	\$845.65	\$845.65
Social Security	\$2,449.47	\$2,449.47
Other Government Benefit	\$0.00	\$348.66
401(k)	\$2,981.88	\$2,981.88
Pension	\$1,793.00	\$0.00
Total Retirement Benefits	\$8,070.00	\$6,625.66
2019 Total Compensation	\$15,990.72	\$73,159.43

The chart below illustrates all contributions to your total compensation package, which includes benefits and cash compensation.



Cash Compensation	80.4%
Health Benefits	9.9%
Income Protection	0.6%
Retirement Benefits	9.1%
Total may not be 100% due to rounding.	

In addition to the compensation and benefits mentioned above, we also provide you with:

- Eleven (11) Paid Holidays
- Vacation, Sick Leave, Personal Days (non-exempt)
- Service Award Program
- Tuition Reimbursement
- Professional Development and Training

This statement is based on your pay and benefits as of Dec 31, 2022. Every effort has been made to ensure the accuracy of this statement. Some benefit figures were estimated for the year based on your annual election. Nothing in this document is intended to alter the at-will nature of the employee/employer relationship.