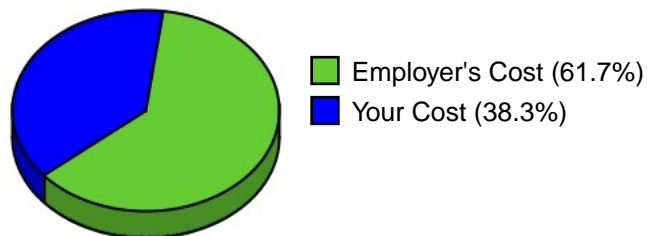


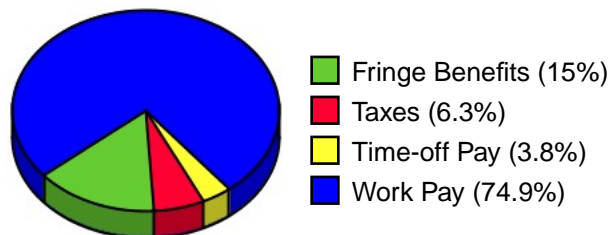
Benefits Summary for James R. Smith

Benefit	Employer's Cost	Your Cost
Medical	\$3,960.00	\$2,640.00
Dental	\$1,860.00	\$540.00
Parking	\$600.00	-
Bonus Amount	\$2,000.00	-
401(K) Contribution	\$1,500.00	\$1,500.00
State Unemployment	\$103.40	-
Federal Unemployment	\$56.00	-
Social Security	\$3,224.00	\$3,224.00
Medicare	\$754.00	\$754.00
Total	\$14,057.40	\$8,714.00



Summary of guaranteed paid time-off			
Paid Days Off:	3.5	Value:	\$697.32
Sick Days:	2.0	Value:	\$398.47
Days of Vacation:	7.0	Value:	\$1,394.64
Total:			\$2,490.42

Total Compensation	
Total of company-provided benefits:	\$14,057.40
Total of paid time-off benefits:	\$2,490.42
Total value of benefits package:	\$16,547.82
Annual income (base pay):	\$52,000.00
Less paid time-off:	\$2,490.42
Pay for time worked:	\$49,509.58
Total value of benefits package:	\$16,547.82
Total value of compensation package:	\$66,057.40



Your total benefits package is worth 33.4% of your pay for time worked

Your total compensation is \$66,057.40