

# Personal Benefits Statement

John P. Doe  
Sample Company

Accounting  
February 2004

## Medical Insurance

Medical inflation is consistently headline news. It affects patients, providers, insurance carriers employers and employees. The cost of health insurance has increased rapidly. AON Consulting estimates that health care trend rates for 2002 were 16%+ for most areas of the country, despite benefit cutbacks (such as higher deductibles and co-pays) on most plans. If this trend continues, health plan premiums will double in less than five years!!

Now is the time to strategize our approach to this situation. We all need to understand the situation; not only what the plan costs but also what choices and alternatives we will have in the future. If we are all aware of the escalating costs and our alternatives, then we can more effectively, in partnership, address these challenges.

Our current plan design provides for \$20 co-pays for a doctor's office visit, a \$350 annual deductible per person with a \$1,450 maximum family deductible, a \$250 wellness benefit, 80%/20% payments after the deductible is reached. Pharmaceuticals are included. There is a maximum annual out-of-pocket cost for each employee of \$1,500 and for families of \$3,000. Refer to your plan booklet for more details, or contact:

www.myuhc.com  
1-800-362-0655

**Sample Company makes an annual contribution of**

**\$1,919.00**

---

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.

# Personal Benefits Statement

John P. Doe  
Sample Company

Accounting  
February 2004

## Dental Insurance

Dental insurance is one of the most popular employee benefits today. In addition to cleanings, dental expenses can run into hundreds or thousands of dollars. Though not intended to cover all dental expenses, dental insurance can help with both routine and extraordinary expenses.

Our dental plan provides dental benefits which cover many dental expenses on a comprehensive basis for you and your covered dependents. Covered expenses include, but are not limited to, examinations, x-rays, cleanings, fluoride treatments, fillings, extractions, endodontics, periodontics and prosthetics. There is a \$50 annual deductible and a \$1,500 maximum annual benefit, per person. Orthodontics are not included, though monies can be set aside under our Section 125 Flexible Spending Accounts to pay for these expenses on a tax-favored basis.

**Sample Company makes an annual contribution of** **\$223.00**

## Short Term Disability

Although the majority of all disabilities last less than 3 months, short term disabilities remain the leading cause of home mortgage foreclosures. We take for granted that our homes, automobiles and major assets will be protected from loss. However, few of us ever consider the importance of insuring our incomes. What would happen to your standard of living if you were out of work due to an accident or illness for two months? If you were out of work for two years??!!

Your employer provides short term insurance protection from such off the job disabilities. Payments begin after a 7 day elimination period and continue for 24 months. The maximum benefit is 60% of your base earnings up to a maximum of \$750 per week benefit. All benefits are treated as taxable income to the recipient. Also, there are specific exclusions and limitations (such as mental and nervous disorders) which are detailed in the plan description.

**Sample Company makes an annual contribution of** **\$61.00**

---

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.

# Personal Benefits Statement

**John P. Doe**  
**Sample Company**

**Accounting**  
**February 2004**

## Long Term Disability

Long term disability insurance begins paying a benefit when short term disability ceases and will pay until age 70. This benefit is payable at 66% of your base earnings. This long term benefit will protect your lifestyle in the event of a catastrophic accident or illness. However, one important difference between the short term and long term policies is the definition of “occupation.” With the short term policy, benefits will be payable as long as you cannot perform this job. With the long term policy, benefits will be payable as long as you cannot perform any job for which you are trained and/or capable.

**Sample Company makes an annual contribution of** **\$475.00**

## Life Insurance

Group life insurance is one of the most efficient and effective ways to provide protection for your family during your working years. Sample Employer provides \$25,000 of group term coverage for all employees, \$2,000 for spouse and \$2,000 per child over 6 months. Accidental death benefits provide double indemnity in the case of a death resulting from an accident. Group term insurance should be viewed as supplemental insurance for two reasons:

1. Most families need more insurance than this in the event of the premature death of an employee and the consequent loss of income.
2. Also, term insurance is temporary. That is, you cannot continue the insurance when you leave employment with Sample Employer. As a result, employees should consider additional life insurance, both term and permanent, for complete and balanced protection.

**Sample Company makes an annual contribution of** **\$36.00**

---

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.

# Personal Benefits Statement

John P. Doe  
Sample Company

Accounting  
February 2004

## Workers Compensation

Workers' Compensation insurance provides coverage for on the job accidents that result in an injury, your disability or death. It is funded 100% by employer contributions.

Detailed information is available from your Human Resources Department. A brief summary of key points includes:

1. All medical expenses resulting from an on the job accidental injury are paid.
2. If you experience a disabling accidental injury on the job, benefits will begin after the 7th day of disability. During the period you are disabled (including the first 7 days if your disability lasts for more than 21 days) you will receive benefits equal to 66% of your salary up to a maximum of \$532 per week.
3. If your accidental injury on the job results in your death, your survivors will receive compensation representing 66% of your salary up to \$532 per week for a maximum of 400 weeks.
4. Two types of disability are covered, temporary and permanent. Specific information on each is outlined in the master policy.

**Sample Company makes an annual contribution of \$471.00**

---

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.

# Personal Benefits Statement

John P. Doe  
Sample Company

Accounting  
February 2004

## 401K Plan

Retirement planning is one of the most important aspects of employee benefits. Retirement planning has 3 components: governmental programs, employer sponsored programs and individual savings. Section 401(K) of the Internal Revenue Code allows your employer to match your contributions, up to set limits, to supplement your retirement savings. Your taxable wages are reduced by the amount you elect to defer into the plan and these monies grow on a tax-deferred basis. Participation in the plan is optional, but this is one of the most effective and economical vehicles for retirement planning. If you are not fully participating in this plan, you are not receiving your maximum possible compensation!

For more information on the plan, or to change your elections, contact your Human Resources Department or contact:

Fidelity Investments  
1-800-655-6655  
www.fidelity.com

**Sample Company makes an annual contribution of up to** **\$1,079.00**

## Profit Sharing

You benefit from the profitability of this company! Your employer makes an annual distribution to employees, from company profits, intended for your retirement. Annual contributions will fluctuate with profitability and company policy, but this can be a significant source of retirement funding.

**Sample Company makes an annual contribution of** **\$2,000.00**

---

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.

# Personal Benefits Statement

John P. Doe  
Sample Company

Accounting  
February 2004

## Social Security

The amount of benefit you receive through Social Security will be based on your earnings record. You are fully insured (for the benefits your earnings record qualifies you for) after completing 40 calendar quarters (10 years) in covered employment.

The following is a brief overview of the benefits available to you and your family members. In general, the following individuals are entitled to receive benefits through their relationship to a covered worker:

1. Worker's Benefit: Monthly income for a retired or disabled worker.
2. Spouse's Benefit: Monthly income for the spouse of a retired or disabled worker.
3. Widow(ers) Benefit: Monthly retirement income for the surviving spouse of a deceased worker.
4. Child's Benefit: Monthly income for the dependent child of a deceased, disabled or retired worker. To receive benefits, the child must be under age 18.
5. Mother's or Father's Benefit: Monthly income paid to a surviving spouse who is caring for a worker's dependent child under age 16

To determine your eligibility for Social Security and to receive an estimate of your projected retirement benefits, contact the Social Security Administration at:

1-800-772-1213 or  
[www.ssa.gov](http://www.ssa.gov)

The cost of this program is shared by yourself and your employer. Sample Company matches your contributions of 6.2% of your gross income up to an annual maximum.

**Sample Company makes an annual contribution of \$2,231.00**

---

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.

# Personal Benefits Statement

**John P. Doe**  
**Sample Company**

**Accounting**  
**February 2004**

## Medicare

Medicare is our country's health insurance program for people age 65 or older and certain people with disabilities. It is administered by the Health Care Financing Administration (HCFA). There are two parts of Medicare:

1. Part A, hospital insurance, provides benefits for inpatient care, skilled nursing facilities, home health care and hospice care.
2. Part B, medical insurance, covers doctor's services and supplies not covered by Part A. Part B is optional and the individual must pay for Part B.

Neither Part A nor Part B will cover all charges, as they are intended to provide basic protection. "Medigap" policies, from private insurance companies, are available to help with the "gaps and holes" in Medicare coverage.

HCFA will forward a copy of "Your Medicare Handbook" upon qualification for the program. For more information in the meantime, contact the number and/or website for Social Security, above.

As with Social Security, Medicare is funded equally by yourself and your employer, at 1.45% of gross income with no annual maximum.

**Sample Company makes an annual contribution of \$521.00**

## Unemployment

Unemployment taxes provide benefits for qualifying unemployed persons on a national scale. It is funded 100% by employer contributions to the Federal and State government agencies.

**Sample Company makes an annual Federal contribution of \$56.00**

**Sample Company makes an annual State contribution of \$333.00**

---

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.

# Personal Benefits Statement

John P. Doe  
Sample Company

Accounting  
February 2004

## Vacation

Vacation benefits are an expensive and valuable aspect of employment. Time off is important to everyone and your employer allows time every year for you to receive pay while relaxing away from work. Your vacation is determined by your length of service at Sample Company.

**Your 10 vacation days are worth \$1,500.00**

## Sick Leave

Sick leave benefits are provided annually for all employees. If you are sick it is important to your co-workers and your employer for you to recover fully and promptly. All employees receive 5 days of sick time annually. No sick time can be accumulated or carried over into subsequent years.

**Sample Company makes an annual contribution of \$750.00**

## Personal Leave

Two days of personal leave are provided for weddings and funerals of immediate family members.

**Sample Company makes an annual contribution of \$300.00**

## Jury Duty

Sample Company allows you to perform jury duty as required. Our country's system of justice is predicated on the right to judgement based on "a jury of your peers." It is of great importance that you are available for this service, if required. Of course, this service does not recur annually and has an undetermined number of service days. The average jury duty duration is three days.

**Sample Company will contribute this amount per day \$150.00**

---

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.

# Personal Benefits Statement

John P. Doe  
Sample Company

Accounting  
February 2004

## Additional Benefits

There are a number of other benefits of significant value which are part of your compensation package, including the following:

Although discretionary and decided on a case by case basis, the Company has paid full or partial compensation for inclement weather days.

Each employee can attain up to a \$2/week match on the purchase of permanent life insurance.

The Company administers a cafeteria plan which reduces your taxable wages by the amount of your withholdings for health and dental coverages.

The Company pays over \$2,000 per year for the administrative cost of the Section 125 Flexible Spending Accounts which enable you to reduce your taxable wages by the amount of your withholding for the "flex plan" and then reimburse you for your actual cost incurred for these daycare and medical expenses.

Group banking with Bank of America, Summit Credit Union, Thanksgiving turkey or ham (nontaxable) Christmas gift of \$25 cash (nontaxable), event tickets for area sports (when available), discounted tickets for Carowinds, and discounted Sam's Club memberships are other valuable benefits provided by the Company.

**Sample Company makes an annual contribution of** **\$250.00**

---

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.

# Personal Benefits Statement

**John P. Doe**

**Accounting**

**Sample Company**

**February 2004**

<u>Summary Of Annual Benefits</u>	
Medical Insurance	\$1,919.00
Dental Insurance	\$223.00
Short Term Disability	\$61.00
Long Term Disability	\$475.00
Life Insurance	\$36.00
Workers Compensation	\$471.00
Social Security	\$2,231.00
Medicare	\$521.00
Federal Unemployment	\$56.00
State Unemployment	\$333.00
401K Plan	\$1,079.00
Profit Sharing	\$2,000.00
Jury Duty pay per Day (not included in total) **	\$150.00
Vacation	\$1,500.00
Sick Leave	\$750.00
Personal Leave	\$300.00
Additional Benefits	\$250.00
<b>Total Benefits</b>	<b>\$12,205.00</b>
<b>Your Salary</b>	<b>\$36,000.00</b>
<b>% of your salary</b>	<b>33.90%</b>
<b>Salary plus Benefits</b>	<b>\$48,205.00</b>

<b>Sample Company</b>	
<b>4520 Hampton Road</b>	
<b>Clemmons, NC 27010</b>	
Date	<u>February 2004</u>
Pay to the order of <u>John P. Doe</u>	<b>\$12,205.00</b>
<b><i>Twelve Thousand Two Hundred Five Dollars and No Cents</i></b>	
Memo _____	<u>Sample Company</u>



info@easybenefitstatements.com  
Toll Free: 1-877-282-3303

Prepared by Easy Benefit Statements

This is a brief description of your benefits. All benefit values are estimates. Coverage under any of these plans is not guaranteed and benefit values may fluctuate.