



WONDROUS HOSPITAL

Dear Chris,

As we strive toward our goal of *Taking Care of You So That You Can Take Care of Others*, we are constantly reviewing our compensation and benefits package to promote financial security for you and your family. We are pleased to provide your Total Compensation Statement for 2004. Your personalized statement provides you with a detailed overview of your total compensation package. We encourage you to review this statement carefully and keep it for future reference. If you have any questions or concerns, please contact our Human Resources Department at 999-999-9999.

We greatly value your contribution to our mission at Wondrous Hospital. Thank you for all that you do.

Sincerely,

Jeff A. Rist
VP, HR

Direct Compensation **\$31,895**

Base Wages	\$28,585
Overtime	\$345
Shift Differential	\$2,965

Direct Compensation can be further 'divided' into the two categories displayed below.

Paid Time Off **\$4,947**

Vacation	\$2,748
Holidays	\$770
Personal Leave	\$330
Sick Leave	\$1,099

On the Job Pay **\$26,948**

Direct Compensation **\$31,895**

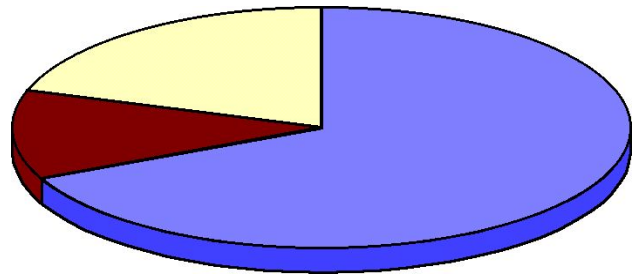
On the Job Pay plus Paid Time Off equals your Direct Compensation.

Other Benefits **\$7,821**

Quality Care Individual Coverage	\$2,820
Preferred Family Dental	\$269
Flexible Spending Accounts	\$0
Life Insurance	\$26
Disability Insurance	\$653
Employee Assistance Program	\$76
Lifetime Worklife Referral Service	\$9
Educational Assistance Benefits	
Tuition Reimbursement	\$0
Dependent Tuition Reimbursement	\$0
Continuing Education	\$0
Retirement	\$1,496
Social Security/Medicare	\$2,472

Total Compensation Package **\$39,716**

Your 2004 Total Compensation



<u>% of Total</u>		<u>Value</u>
68	On the Job Pay	\$26,948
12	Paid Time Off	\$4,947
20	Other Benefits	\$7,821
100%		

As a Wondrous Hospital employee, your total compensation package includes much more than your take home pay. In fact, total compensation includes paid time off such as vacation and holidays, unseen contributions for life, health and disability, plus other significant contributions for retirement, social security and special programs. This statement is an estimate of the value of your total compensation as of 12/31/2004 and includes Wondrous Hospital's annualized cost for benefits based on your elections as of 7/1/2004.

This statement has been specially prepared for:

Chris Doe
CLINICAL TECHNICIAN

Your Total Compensation

Your Direct Compensation

Your direct compensation is your base annual salary as of 12/31/2004. Your base salary is determined at the time you are hired and is then evaluated by your manager to keep it in line with your performance and value added contributions. Your direct compensation *may* include overtime, shift differential and/or other bonus dollars depending on your employment status.

Your Paid Time Off

WH recognizes the importance of providing leave programs that support the balance of your work and personal life. Your paid time off includes vacation, holidays, personal time, and may include sick time. The amount and types of paid time off for which you are eligible will vary according to your length of service and other eligibility requirements.

Your On the Job Pay

On the Job Pay is pay received for your time at work.

Your Other Benefits

Health Care Benefits

WH offers three health plan choices and the flexibility to waive coverage if you have coverage elsewhere.

Dental Care Benefits

WH offers a dental plan for employees and their family members

Flexible Spending Accounts

Health Care and Dependent Care flexible spending account programs allow you to pay for eligible expenses with tax-free benefit dollars.

Life Insurance

WH provides you with a basic life insurance benefit that is equal to 100% of your base salary, rounded to the next higher thousand. WH also offers Supplemental term life insurance. Note that any personal, Supplemental life contribution is not displayed.

Disability

WH provides a comprehensive plan to help you avoid the potentially difficult financial impact of a disability. WH also contributes on your behalf to Workers' Compensation, which covers work-related illness or injury.

Lifetime Work Life Services

WH provides this service to help you in successfully managing family and personal concerns such as guidance, referrals and information to make possible your successful resolution of needs related to child care, parenting, college planning, financial and other concerns.

Employee Assistance Program

A free, confidential counseling and referral service for all employees and their family members.

Educational Assistance Benefits

WH offers tuition reimbursement, continuing education expense reimbursement and, for eligible patient care clinical staff, dependent care reimbursement.

Retirement Savings Partnership Program

One program with two plans, the Pension Plan and the 403(b) Plan. CBIZ Worksite Services administers the program.

Social Security

WH matches your own Social Security contribution.

<u>Your Contribution</u>	<u>WH Contribution</u>
\$661	\$2,820
\$258	\$269
\$0	\$0
\$0	\$26
\$0	\$653
\$0	\$9
\$0	\$76
\$0	\$0
\$0	\$0
\$0	\$1,496
\$2,472	\$2,472

*This statement is not a legal document
and should not be construed as such.*

CHRIS DOE
123 ANYWHERE LANE
YAYA, TX 99999