

1

Dianne Davis
1713 Norman Way
Apt 104
Middleton, WI 53589

Dear Dianne:

I am pleased to present you with your personal Total Compensation Statement. At Top Drawer Construction, we continuously strive to offer above-average salaries and above-average benefits that provide "hidden salary," a significant asset for you and your family. After reviewing your personalized statement, please keep the document in a safe place for future reference. Should you have any questions regarding your benefits or the contents of the statement, please contact Human Resources.

Sincerely,



Daniel T. Gunther

Your Total Compensation

This statement is based on your pay and benefit plan participation as of December 31, 2004.

Salary	Company Contribution
Base Pay	\$ 53,000
Sales Incentive	\$ 6,000
Bonus	\$ 4,500
Total Salary	\$ 63,500
Health	
Medical Insurance	\$ 2,000
Dental Insurance	\$ 700
Basic Life/AD&D Insurance	\$ 250
Short-Term Disability Insurance	\$ 800
Total Health	\$ 3,750
Retirement	
401(k) Savings Match	\$ 1,905
Pension Plan	\$ 1,500
Social Security & Medicare	\$ 4,858
Total Retirement	\$ 8,263
Government	
State Unemployment Insurance	\$ 200
Worker's Compensation	\$ 150
Total Government	\$ 350
Additional	
Tuition Reimbursement	\$ 1,000
Total Additional	\$ 1,000
TOTAL COMPENSATION	\$ 76,863

Value of your Total Compensation: This chart illustrates the components of your total compensation package, as follows:

Other compensation not calculated: Seminars/Training Classes, Business Trip Accident Insurance, LifeCare (Dependent Care Services) and LifeWorks (Employee Assistance Program).



- **Salary:** Base salary and incentives (82.61%)
- **Health:** Company-paid health care plans (4.88%)
- **Retirement:** Company-paid retirement plans (10.75%)
- **Government:** Government-mandated benefits (0.46%)
- **Additional:** Employee reimbursements (1.30%)