

# Communicate to your employees that there is more to their total compensation than direct pay alone...

**Questions?  
Call 866.478.6428**

As an on-demand, web-based program, the Enterprise Edition of TotalCompBuilder.com creates high-end online and print total compensation statements quickly, easily and cost-effectively.

Your statements can include:

- Personalized Welcome Message
- Six (6) Cash Compensation Programs
- Twenty (20) Benefit Programs
- Estimated Tax Savings
- Total Compensation Value
- Other Valuable Benefits
- Time Off Compensation
- Retirement Account Values
- Stock Options Values
- Informative Benefit Content

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Enterprise Edition Web Statement

**2005 Total Compensation Summary**

The amount of your total compensation from Hoster Electronics is much more than what is indicated in your yearly earnings statement. In addition to direct pay, it includes the value of your health care insurance, disability and life insurance, retirement benefits and government mandated benefits. In the pages that follow, we break out your total compensation.

**CASH COMPENSATION**

Earnings	\$43,550.00
Bonus	\$1,000.00
Commission	\$5,000.00
<b>Total</b>	<b>\$49,550.00</b>

**BENEFITS**

Program	Plan/Coverage	Your Contribution	Company Contribution
Medical Insurance	Kaiser HMO EE + Spouse	\$649.80	\$5,899.80
Dental Insurance	Data Dental EE + Spouse	\$233.33	\$1,866.64
Vision Plan Insurance	VSP EE + Spouse	\$44.59	\$222.96
Life and Ad&D Insurance	556,000	\$0.00	\$389.76
Long Term Disability	60% of Salary	\$0.00	\$140.61
Unemployment Insurance		\$0.00	\$426.00
Workers' Compensation		\$0.00	\$150.74
Social Security Tax (FICA)	1.02% of Earnings	\$3,790.58	\$1,790.58
401(k) Plan Contribution	7.65% of Earnings	\$756.00	\$1,504.00
<b>Total Benefits Contributions</b>	9.75% of Salary	<b>\$5,174.30</b>	<b>\$14,991.09</b>

**ESTIMATED TAX SAVINGS\***

Program	After-Tax Cost	Pre-Tax Deferral	Total Savings
Medical Insurance Contribution	\$649.80	\$617.37	\$332.43
Dental Insurance Contribution	\$233.33	\$151.66	\$81.67
Health Care Savings Accounts	\$1,000.00	\$650.00	\$350.00
401(k) Contribution	\$4,000.00	\$2,600.00	\$1,400.00
<b>Total</b>	<b>\$7,687.13</b>	<b>\$4,996.63</b>	<b>\$2,690.50</b>

**TOTAL COMPENSATION VALUE**

The true value of your Hoster Electronic total compensation includes your direct pay, the company's contribution to your benefits and the consequent tax savings to you.

Direct Pay	\$49,550.00
Benefits	\$14,991.09
Tax Savings	\$2,690.50
<b>Total Compensation Value</b>	<b>\$67,232.59</b>

**OTHER VALUABLE BENEFITS**

Hoster Electronics provides other valuable benefits that are not listed above. Below is a summary of those plans.

12 Days PTO	\$1,281.62
10 Days Holidays	\$1,078.85
13,500 Stock Options	

As of 07/31/2005

**This is what your employees think they earn in compensation.**

**This is what your employees really earn!**

With TotalCompBuilder.com you can:

- Create a Personalized Website for Each Employee
- Create a Personalized Print Statement for Each Employee
- View or Print Statements 24/7/365
- Create new hire statements as needed

For more information visit:  
[www.TotalCompBuilder.com](http://www.TotalCompBuilder.com)

TotalRewards Software, Inc. is the emerging leader in on-demand total compensation statement software. Over 200 companies representing over 200,000 employees use our product TotalCompBuilder.com to communicate the value of their employer sponsored benefits program and the impact that value has on total compensation to employees, new hires and candidates.