

10000
Shelly Sample
1713 Norman Way
Apt 104
Middleton, WI 53589

Dear Shelly,

I am pleased to present you with your personal Total Compensation Statement. At ihouse, 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,



Christian Taylor
Director of Human Resources

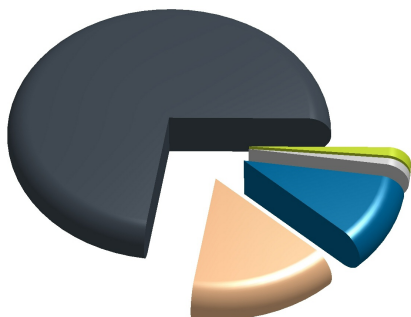
Total Compensation Statement As of December 31, 2014

Your Total Compensation

This statement is based on your salary and benefit contributions actually paid in 2014.

	Company Contribution
Salary	
Base Pay (includes PTO and holiday pay)	\$56,000
<i>As of 12/31/2014, your PTO balance was 120 hours.</i>	
Sales Incentive	\$6,200
Bonus	\$4,950
Total Salary	\$67,150
Health	
Medical Insurance	\$12,500
Dental Insurance	\$299
Basic Life/AD&D Insurance	\$54
Short-Term Disability Insurance	\$1,170
Total Health	\$14,023
Retirement	
401(k) Savings Match	\$1,680
<i>As of 12/31/2014, your 401(k) balance was \$23,500.</i>	
Pension Plan	\$2,240
<i>For more information regarding your Pension Plan, please visit www.nationwide.com.</i>	
Social Security & Medicare	\$5,137
Total Retirement	\$9,057
Government	
State Unemployment Insurance	\$200
Workers' Compensation	\$152
Total Government	\$352
Additional	
Tuition Reimbursement	\$1,200
Total Additional	\$1,200
TOTAL COMPENSATION	\$91,782

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 73.16%
- **Health:** Company-paid health care plans 15.28%
- **Retirement:** Company-paid retirement plans 9.87%
- **Government:** Government-mandated benefits 0.38%
- **Additional:** Employee reimbursements 1.31%