



10000
Jeff Sample
22 Fairway Drive
Naperville, IL 60563

Dear Jeff,

I am pleased to provide you with this personal statement, which outlines your total compensation package including your base pay, your benefits coverage and the company's cost to provide this coverage.

Salary and incentive plans are one way ihouse compensates you, and benefits are another. Your benefits package, although not as visible as your pay, significantly increases the value of your total compensation.

We feel that the total compensation package provided by ihouse is an important way that the company rewards you for your commitment, loyalty, hard work and dedication. The package is designed not only to help meet your needs today, but also to help you plan for the future.

If you have any questions regarding this statement or your benefits, please contact your Human Resources representative.

Sincerely,

A handwritten signature in black ink that reads 'Christian Taylor'.

Christian Taylor
Director of Human Resources

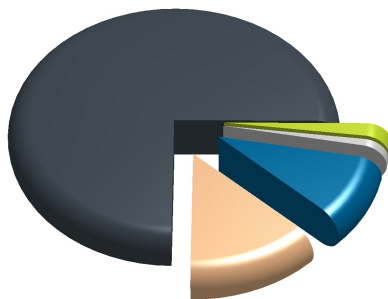
Total Compensation Overview for Jeff Sample

This statement is based on annualized data as of June 30, 2015, unless otherwise noted. Actual total compensation may vary. This statement is not a contract between you and iHouse, as we are an at-will employer.

	Employee Contribution	Company Contribution
Pay & Paid Time Off		
Base Salary As of 6/30/2015, your PTO accrual rate is 15 days per year.	0	50,000
Target Commission Pay	0	25,000
Bonus (2014 Actual Compensation)	0	3,750
Total Pay & Paid Time Off	\$0	\$78,750
Health Care Benefits		
Medical Insurance (includes Prescription Drug and Vision) As of 6/30/2015, your coverage level is Employee + Family.	4,139	12,416
Dental Insurance As of 6/30/2015, your coverage level is Employee Only.	10	292
Basic Life & Accidental Death/Dismemberment Insurance	0	48
Disability Insurance	0	1,045
Health Care FSA	2,000	0
Total Health Care Benefits	\$6,149	\$13,801
Retirement Benefits		
Pension (2014 Actual Contribution) For more information regarding your Pension Plan, please visit www.nationwide.com .	0	2,000
401(k) (2014 Actual Contribution) To maximize the company match, you should defer at least 3% of your base pay.	1,500	1,500
Social Security & Medicare	4,449	6,024
Total Retirement Benefits	\$5,949	\$9,524
Government-Mandated Benefits		
Federal and State Unemployment	0	261
Workers' Compensation	0	143
Total Government-Mandated Benefits	\$0	\$404
Additional Benefits		
Tuition Reimbursement	0	2,000
Total Additional Benefits	\$0	\$2,000
TOTAL COMPENSATION		\$104,479

In addition to the benefits listed above, the company makes available the following: Training and Development Classes, Double Matching Gifts Program, Health and Fitness Subsidy, Free Parking, Company-supplied beverages.

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



- **Pay & Paid Time Off:** 75.37%
- **Health Care Benefits:** 13.21%
- **Retirement Benefits:** 9.12%
- **Government-Mandated Benefits:** 0.39%
- **Additional Benefits:** 1.91%