



Robert T. Jones  
58 Court Place  
Tustin, CA 92705

Dear Bob,

Within every successful organization, you will find hardworking and dedicated employees. At ABC Company we realize that employees like you, who efficiently use their time and talents to produce quality results and continuously move our company forward, are our most valuable resource. To thank you for all of the work that you do.

This statement illustrates the benefits we provide. Please review this information. If there is a specific benefit that you would like to discuss in detail, please do not hesitate to contact Human Resources.

Our hope is that your benefits package will provide you and your family a clear understanding of ABC's commitment and that we want to provide a secure future with us.

We appreciate your continuous contributions to the success of ABC Company.

Sincerely,

Grover Thomas, CEO

Total Compensation Assessment: The chart illustrates our contribution to your total benefits package beyond your cash contribution.

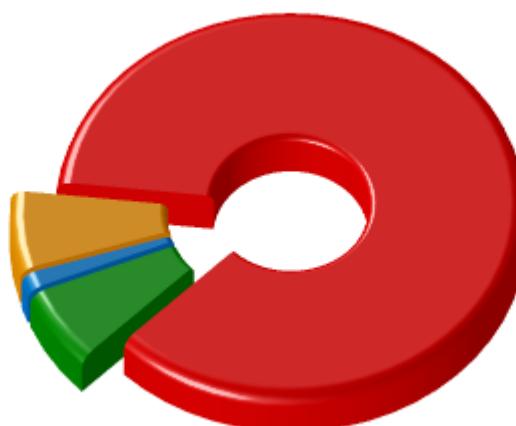
## Compensation Statement Prepared for Robert T. Jones

Annual Statement for January 01, 2018 through December 31, 2018

<u>Compensation Category</u>	<u>ABC Company Contribution</u>
<b>Salary</b>	
Salary	\$ 64,821.01
Overtime	\$ 676.60
Sick	\$ 935.28
Vacation	\$ 7,068.43
Other Pay	\$ 100.00
<b>Total Salary</b>	<b>\$ 73,601.32</b>
<b>Semi-Annual Incentive</b>	
Achievement	\$ 1,876.16
Discretionary	\$ 2,097.05
Production	\$ 121.25
Other Incentive	\$ 1,325.29
<b>Total Semi-Annual Incentive</b>	<b>\$ 5,419.75</b>
<b>Benefits</b>	
Employee Contribution	\$ -1,131.16
Medical & Dental Insurance	\$ 882.31
Medical Insurance Opt-Out	\$ 732.14
AD&D\Life\STD\TLD Insurance	\$ 294.21
Optical Insurance	\$ 210.34
Other Benefit	\$ 150.78
<b>Total Benefits</b>	<b>\$ 1,138.62</b>
<b>Retirement</b>	
401(k) Plan Contribution	\$ 1,000.00
Profit Sharing Contribution	\$ 2,506.73
Other Contribution	\$ 2,121.30
<b>Total Retirement</b>	<b>\$ 5,628.03</b>
<b>Total Compensation</b>	<b>\$ 85,787.72</b>

Additional: Preventive Plan \$122.00\*

\*Not included in Total Compensation amount.



Salary (85.79%)
Semi-Annual Incentive (6.32%)
Benefits (1.33%)
Retirement (6.56%)