

Your Total Compensation Statement

Dear Colleague,

I am pleased to present your statement of total compensation, showing the value of your salary and benefits at YIT. We recognize the tremendous impact benefits play in providing family security and overall employee satisfaction. We are working hard to provide competitive total compensation that meets your needs. I encourage you to review this statement carefully and maintain it for future reference.

If you have any questions about this statement or your benefits, please contact the Human Resources Department by e-mail at benefits@yit.edu or by calling Human Resources at 175-2424/v or 175-2420/TTY.

Sincerely,



James H. Hemma
Senior Vice President
Finance & Administration

The Rewards of Working at YIT

| | YIT's Estimated 2005 Contribution | Your Estimated 2005 Contribution |
|--|--------------------------------------|-------------------------------------|
| Medical and Dental | \$0 | \$0 |
| Retirement Plan | \$4,000 | \$4,800 |
| Educational Benefits | \$2,028 | N/A |
| Sick Leave and Disability | \$609 | \$0 |
| Survivor Benefits | \$232 | \$0 |
| Social Security and Medicare | \$3,060 | \$3,060 |
| Total Cost of Benefits | \$9,929 | \$7,860 |
| Plus Your Estimated 2005 Base Pay | \$40,000 | |
| Your Estimated 2005 Total Compensation | \$49,929 | |

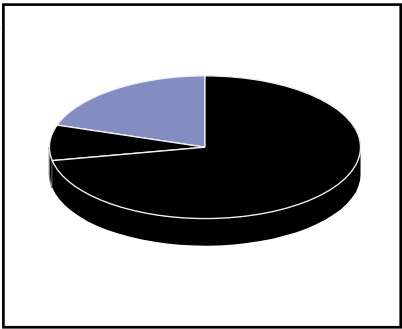
Henry Hemma
Your Total Benefits of
\$9,929
represent 25% of your
Annual Base Pay.
Your Total Benefits of
\$9,929
represent 20% of
your Total
Compensation.

About this Statement

This statement is based on data on file with YIT and outside benefits administrators as of January 1, 2005. For projection purposes, we used your January 1, 2005 base pay and benefit plan enrollment as well as the current terms and conditions of the benefit plans and assumed that they will remain unchanged until you retire. To compute your estimated Social Security benefits, we have assumed that you are currently fully insured and eligible for benefits under the Social Security Act. In addition, we have assumed that you have participated continuously in Social Security from the time you first became eligible. If anything appears incorrect, please contact the Human Resources Department. Your current participation in these plans and the information in this statement is not a guaranteed right to continued employment. The plan documents and contracts control the operations of the university's benefit programs; if there is any conflict regarding plan features, the plan document/contract will be the final authority. YIT reserves the right to change, modify, discontinue, or terminate benefits at any time for any reason.

Annual Base Pay: \$40,000
Value of Your Benefits: \$9,929
Total Compensation: \$49,929

Included within your Annual Base Pay of \$40,000 is pay for Time Off benefits such as Holidays and Vacation (if applicable). The value of your "Time Off" is approximately \$4,000 and is depicted in the pie chart.



Health Care



Medical Plan

Your YIT Medical Care Plan is one of your most important and valuable benefit programs. A variety of plans are available, enabling you to choose the plan that is best suited for your needs. You and YIT share the cost of your medical plan. You have chosen to Opt-Out of medical coverage.

Dental Plan

The YIT Dental Care Plan covers most dental services while emphasizing your use of preventive care such as check ups and cleanings. You have chosen to decline coverage in the YIT Dental Plan.

Beneflex Plan

The YIT Beneflex Plan is a tax saving program which allows a variety of health and dependent care expenses to be paid with pre-tax dollars. The three components to the plan are pre-tax premium contributions to the Medical and Dental Plans, the Health Care Spending Account and the Dependent Care Spending Account.

| Plan | Status | Per Year |
|--------------------------------|--------------|----------|
| Pre-tax Medical/Dental Premium | not enrolled | \$0 |
| Health Care Spending | not enrolled | \$0 |
| Dependent Care Spending | not enrolled | \$0 |

Social Security



YIT contributes an amount equal to your own Social Security contribution. These contributions provide a wide range of benefits. The projections to the right are based on your current age, your current base pay, that your base pay remains the same, that you work and pay Social Security taxes until the specified ages with a level base pay and that current Social Security law remains unchanged.

| | | |
|---|---------|-----------|
| Projected Social Security retirement benefits | | |
| Age 62 | \$1,017 | per month |
| Age 65 | \$1,262 | per month |
| * Age 66 and 8 months | \$1,420 | per month |

* Your Full Retirement Age (unreduced benefit).

Retirement Plans



For many, a retirement plan is the most valuable benefit. YIT views your retirement plan as an integral part of your comprehensive benefits package and a critical component of your future financial security.

Basic Retirement Plan

Under the Basic Retirement Plan, YIT contributes an amount equal to ten percent of your base pay beginning the first of the month following two years of service, provided you contribute two percent. You choose the investments for your contributions and you are immediately 100% vested in the Basic Plan.

You are participating in the Basic Plan.

Voluntary Retirement Plan

You may begin participating in the Voluntary Retirement Plan on the first of the month following your date of hire. Voluntary contributions are any amounts you contribute before becoming eligible for the Basic Retirement Plan, or any amounts in excess of the 2% contribution to the Basic Retirement Plan. You choose the investments for your contributions and you are immediately 100% vested. You are currently contributing 10% of your pay to the Voluntary Plan.

Step 1 Determine your current status



| | |
|---------------------------------------|----------|
| Total Plan(s) Balance: | \$1,968 |
| Current Total Annual Contribution: | \$8,800 |
| (Includes YIT's & Your Contributions) | |
| * Projected Social Security Benefit: | \$15,144 |

* Age 65 annual benefit.

Step 2 Assign a future goal



Experts generally agree that you'll need at least 80% of your current income to retire comfortably. Since your current annualized base pay is \$40,000, 80% of this amount will be \$32,000. If you continue working, Social Security is currently projected to provide about \$15,144 per year (age 65 benefit), so that means you are part of the way to your goal. Now we need to determine how to fill the "gap" between Social Security and the goal of 80% of your current annualized base pay.

REPLACE 80% OF YOUR ANNUALIZED BASE PAY

| | |
|--------------------------|----------|
| 80% of Base Pay | \$32,000 |
| Social Security (age 65) | \$15,144 |
| * Projected Gap | \$16,856 |

* This projected gap is only for the 1st year of retirement. Inflation will increase your need during each year of retirement.

Step 3 Incorporate assumptions

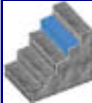


Making a few basic assumptions can help your plan be meaningful. Here are the basic assumptions we will use for your personalized projection. The average retirement lasts about 18 years, but it could last much longer for some retirees. It is certainly possible that retirement could last 25 years, or more. For these calculations we will use 25 retirement years, and:

- A 0% salary increase before retirement. Realistic? Probably not, but we will assume conservative plan earnings. This will have the affect of putting the calculations into "today's dollars", a more meaningful figure for most of us.
- Retirement Plan earnings of 4% per year.
- That for purposes of Social Security, you begin to draw a benefit at age 65, regardless of full retirement age.
- 3% inflation rate during retirement, and that your Retirement Plan will continue to earn at a rate of 4% during retirement.

Where to invest your money is a personal choice based on your retirement goals. Many people become more conservative as retirement nears. You must make the decision that is appropriate for you, your objectives and risk tolerance.

Step 4 Adequate Resources?



Remember your projected Gap from Step 2? The amount was \$16,856 during the first year of retirement. Because of inflation, the Gap will grow in subsequent years. Therefore, based on our assumptions, you would need \$336,783.

How much will you have? If the current value of your Plan (\$1,968) grows at 4% each year, then at age 65 it would equal \$3,985. If the Total Annual Contribution (Yours and YIT's) of \$8,800 remains the same and also grows at 4%, then these contributions would grow to \$225,524.

| | |
|---|-----------|
| Total Current Account Value Projected to age 65: | \$3,985 |
| Total Projected Contributions at age 65: | \$225,524 |
| Total Projected Account Value at age 65: | \$229,509 |
| You would need a total of \$336,783. You are projected to be short of your goal by \$107,274. | |

Based solely on your projected YIT Retirement Plan balance, you may not be on track to reach the assumed retirement goal of 80% of your current annual base pay. Considering all of your retirement savings plans, you may need to increase your annual savings to close this gap. IRS contribution limits may apply.

As a second illustration, if a 7% rate of growth is assumed, the Total Projected Account Value would be \$305,582.

Step 5 Adjust



You will certainly experience some personal financial events between now and retirement. Some of these will be positive while others may prove to be obstacles to your goal. Adjust your plan as your circumstances change.

No projection would be complete without a few warnings.

- YIT cannot assure that the Social Security projection provided in this document will be your eventual benefit.
- It is highly unlikely that you will achieve a precise, 4% return before and during retirement.
- It is also highly unlikely that your wages will be absolutely stable before now and retirement or that your need will increase at exactly 3% during retirement.
- The chances of you retiring on your 65th Birthday and passing away on your 90th Birthday are remote.
- Most people have other assets which have been "marked" for retirement. Integrating those assets into your plan is important but beyond the scope of this document. If you feel you need help, seek the assistance of a qualified professional.
- Remember that there are IRS contribution limits to your plan.

Sickness and Disability



YIT recognizes the financial hardship that can be imposed by a sickness or disability and offers a program to address your needs.

Sick Leave

As recently announced, beginning July 1, 2005, instead of sick leave, you will have salary continuation (paid at 100%) when absent for 5 days or less. Any unused sick leave as of June 30, 2005 will be grandfathered for use if you have a disability longer than 9 weeks.

Short-Term Disability (STD)

Coverage for the period of any approved disability that is not job-related, including maternity, is provided for up to 26 weeks. Beginning July 1, 2005, this benefit will be improved as follows. After the required waiting period (5 business days), while you are disabled, you will receive 100% of your base pay for up to 8 weeks. If you remain disabled, you will then receive 80% of your base pay for up to an additional 18 weeks.

Life Insurance



The YIT Life Insurance Plan provides a substantial benefit while giving you the opportunity to purchase additional coverage for yourself, your spouse and your dependent children. The Basic Life Plan covers you for 2 times your annual base pay to a maximum benefit of \$150,000. Your current level of coverage is \$80,000. You are also insured for Accidental Death & Dismemberment which can provide a benefit of up to \$80,000. You are automatically enrolled in both of these benefits.

YIT also provides Business Travel Accident Insurance in the amount of \$100,000, which covers you if you die or are seriously injured while traveling on YIT business.

Paid Time Off



YIT understands how important it is to balance both your career and personal life. Remember that your vacation calculation is based on your current standard hours and is earned during the fiscal year of July 1 to June 30. You are scheduled to accrue 3 weeks of vacation during the fiscal year.

Educational Benefits



- YIT provides several learning opportunities for eligible employees and their eligible family members through its rich educational programs.
- Tuition Waiver** - For you, spouse/domestic partner, children at YIT
 - Tuition Assistance** - For you at other colleges/universities
 - Tuition Exchange** - For your children at participating colleges and universities
 - Tuition Scholarship** - For your children at other colleges and universities
 - Center for Professional Development** - For you with YIT-designated vendors
 - NYS College Savings Program**
- indicates that you used this benefit.

For 2004, YIT's Tuition Wavier program provided a substantial annual benefit to employees of \$6.1 million. This amount represents an average annual savings of \$8,800 per participating employee and \$17,700 per participating family member.

Long-Term Disability (LTD)
You are automatically enrolled in Basic LTD. If, after six months of short-term disability, you are approved for LTD, the benefit would be 60% of base pay with a maximum monthly LTD benefit of \$5,000.

Supplemental LTD
You may purchase supplemental LTD coverage, increasing your benefit to 70% of base pay, with a maximum monthly basic plus supplemental LTD benefit of \$7,000. You have not elected to purchase supplemental LTD coverage.

Note: In order to be eligible for LTD benefits, your short-term disability must begin after you become eligible for LTD. LTD benefits are reduced dollar-for-dollar by any disability income benefits you receive from other sources to which YIT contributes, such as Social Security, Worker's Compensation and state disability benefit plans.

Workers' Compensation
YIT makes payments on your behalf for Workers' Compensation which covers you for an on-the-job illness or injury.

| Plan | Enrolled | Coverage | Who Pays |
|-------------------|----------|----------|----------|
| Basic Life | YES | \$80,000 | YIT |
| Basic AD&D | YES | \$80,000 | YIT |
| Supplemental Life | NO | \$0 | You |
| Supplemental AD&D | NO | \$0 | You |
| Spouse Life | NO | \$0 | You |
| Spouse AD&D | NO | \$0 | You |
| Child Life | NO | \$0 | You |
| Child AD&D | NO | \$0 | You |
| Family AD&D | NO | \$0 | You |

Holidays

This year's holiday schedule includes:
New Year's Day Thanksgiving Day
Independence Day Day after Thanksgiving
Memorial Day Christmas Day
Labor Day Four YIT-designated holidays

Other Benefits

As an YIT employee, you and your family can enjoy a wide array of community, savings, and discount benefit programs. You will also have access to YIT's many campus events and various recreational facilities designed to enhance your YIT experience.

Employee Assistance Program
Adoption Assistance Program
Group Legal Services (Hyatt Legal)
Long Term Care Insurance
Group Auto and Homeowners Insurance (VIP Services)
New York's College Savings Program
U.S. Savings Bonds
Real Estate Benefits Program
Credit Union
Margaret's House
University Facilities
Discounts (Bookstore and Food Service)

Your Total Compensation Statement - 2005

Henry Hemma



HUMAN RESOURCES
FINANCE AND ADMINISTRATION
Younicycle Institute of Technology