

We are pleased to provide you with your 2008 Benefit and Compensation Statement. This statement reflects the value of your benefits and compensation. Total compensation is much more than what you see in your paycheck. It reflects our commitment to you and your family. We hope that you remain a part of the Auburn Fed team for many years to come!

Joe Serba
Joe Serba
 President & CEO

Prepared for:

Your Status

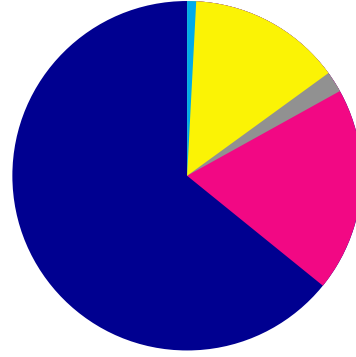
Address:

Data as of 12/31/08

Job Title: NOVICE ENGINEER
 Date of Hire: 6/17/2002
 Scheduled Hours: 80
 Daily Rate of Pay: \$186.19
 Status: Salary
 2008 Gross Wages: \$49,333.42

Base Pay For Time Worked: ■
 Extra Pay: ■
 Time Off Benefit(s): ■
 Tuition/Cont.Ed Benefit(s): ■
 Health & Welfare: ■

Your Quick Summary



Your 2008 Total Compensation

Benefit	AFS Contribution	Your Contribution
Health Insurance – deduction	\$5,585	\$3,584
Dental Insurance – deduction	\$55	\$132
Life Insurance	\$115	\$0
NY State Short-Term Disability, Long Term Disability, Workers' Compensation	\$734	\$31
403 (b) – Tax Deferred Savings Plan	\$0	\$2,600
AFS Cash Balance Pension Plan	\$1,712	\$0
Social Security	\$3,383	\$3,383
Flexible Spending Accounts		
Dependent Care Spending Account	\$0	\$0
Medical Spending Account	\$0	\$390
Subtotal - Health & Welfare	\$11,584	\$10,120
Leave Time	\$7,261	\$0
Paid Holidays	\$1,117	\$0
Subtotal - Time Off	\$8,379	\$0
Tuition Benefits	\$944	---
Tuition benefit(s): tuition & continuing education reimbursement & tuition remission.		
Subtotal - Additional Benefits	\$944	\$0
Total Benefit Contribution	\$20,907	
Base Pay For Time Worked:	\$40,031	
Extra Pay: *	\$923	
Total Compensation	\$61,861	

Your Total Benefits are 42% of Total Pay

* Extra Pay includes Overtime, Shift Differential & Other Premium Pay.

2008 BENEFIT PROGRAMS

Health and Welfare Benefits

Auburn Fed Services health and welfare programs are designed to provide you and your family sound financial protection in the event of an illness or injury. You have the flexibility to select the plan that best fits your needs or the needs of your spouse or qualified domestic partner, and any eligible dependent children.

Health Insurance

Auburn Fed Services offers two medical plans for eligible employees; AFS Preferred Choice and ABCHMO. While both plans offer a broad range of medical services, prescription coverage is only available with the AFS Preferred Choice plan. This is a Point of Service Plan allowing employees to have services provided by both in-network and out-of-network providers. In addition, the AFS Facility network discounts pharmacy, in-patient hospitalization and certain diagnostic services if those services are provided by Auburn Fed.

You were enrolled in AFS Preferred Choice, Family Coverage as of 12/31/2008.

Dental Insurance

Dental insurance is provided by Delta Dental. There are two plans available; Basic and Plus. While the plans are similar, the Plus plan offers the additional benefit of partial coverage of Orthodontics (to age 19), Prosthodontic treatment, and specific Major Restorative treatments. The maximum benefit was increased to \$1,250 beginning 1/1/09.

You were enrolled in Delta Dental Basic, Individual Coverage on 12/31/2008.

Vision Insurance

New benefit beginning 1/1/09!

Data will be provided in next year's benefit statement.

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Life Insurance

Auburn Fed provides full-time, benefits eligible employees with both group term life insurance and accidental death & disability (AD&D) insurance equal to twice your annual salary up to a maximum benefit of \$100,000 at no cost to you. The benefit paid by the AD&D plan is variable and depend upon the severity of the injury. Your death benefit on 12/31/08 was **\$96,000**. In addition, Accidental Death & Dismemberment (AD&D) coverage is provided with an additional two times your annual salary up to **\$96,000**. The AD&D benefit is variable and any benefit amount depends on the circumstances surrounding the death or the severity of the injury.

You also have the option to purchase additional supplemental coverage for yourself, your spouse and/or your dependent children. Premium payments can be made through payroll deduction with after tax dollars. Term life insurance is available through Aetna and whole life insurance is available through Hemma (see locator).

Disability

NYS Short-Term Disability insurance provides you with a benefit, if you become disabled, equal to 50% of your gross salary (maximum of \$170 per week) payable up to 26 weeks. In the event of an occupational injury or illness, you may be eligible to receive income benefits through Workers' Compensation.

Long-Term Disability is provided by Auburn Fed for all exempt, full-time benefits eligible employees. to a maximum of \$7,500 per month after a 180 day waiting period. Your calculated benefit could be as much as **\$2,421** per month.

The supplemental short-term disability plan allows you to enhance your coverage at favorable group rates and with less stringent underwriting requirements. If interested, contact The Hemma Company.

Retirement Benefits

Planning ahead for a comfortable retirement is one of the most important things everyone should do. In addition to contributions to Social Security, Auburn Fed Services maintains both a service-funded Cash Balance Pension Plan and a tax-deferred employee funded 403(b) Savings Plan. A good retirement plan should be reassessed often, preferably with the help of a trusted, competent financial advisor.

AFSCash Balance Pension Plan

A non-contributory defined cash balance retirement plan is available for all eligible employees. Auburn Fed contributes 3% of your annual gross earnings (4% for those with 1 hour of service prior to 1/1/03) to this plan on your behalf. From 1/1/2008 on, participants started vesting in the Plan after 3 years of service. Vested participants are entitled to a non-forfeitable benefit following termination of employment.

403 (b) – Tax Deferred Savings Plan

The 403(b) plan, administered by ABCLife, allows employees to defer a portion of their income each pay period, on a pre-tax basis, into a voluntary retirement savings plan. **Congratulations on contributing to the TDA last year! The chart below may help you better understand what this can mean for your future retirement. An alternative contribution level is also explored.**

If each year, your future contributions earn:	If you continue to contribute the same amount as you did during 2008 each year until age 65, then the value of your FUTURE contributions could grow to:	You contributed \$2,600.00 in 2008.	If you contribute \$600 more than you did during 2008 each year until age 65, then the value of your FUTURE contributions could grow to:
3% growth per year	\$162,881	Note that these projections are NOT guaranteed and do NOT include a projection of your current account balance.	\$200,469
4% growth per year	\$199,453		\$245,480
5% growth per year	\$245,943		\$302,699

Other Benefits

Auburn Fed Services is not only committed to your long-term health and retirement needs, it is also dedicated to making your day-to-day living easy and concern free. To address this we provide paid time off, access to pre-tax spending plans, educational assistance programs, confidential support through our EAP, and a broad range of employment discounts.

Time Off

Leave time is accrued based on your regularly scheduled work hours. Leave time can be used for vacation, sick and personal days off of work. In addition, Auburn Fed provides holiday pay for 6 holidays including; New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

Flexible Spending Plans

Auburn Fed employees can choose to participate in Medical Flexible Spending and/or Dependent Care Flexible Spending accounts, administered by ABC. Both plans allow you to set aside up to \$5000 pre-tax to pay for qualified health care and/or dependent care expenses. **You were enrolled in the Medical Spending Account with an annual contribution of \$390. This should have saved you approximately \$86 in income taxes, depending on your tax bracket. You were not enrolled in the Dependent Care Account.**

Additional Benefit Programs

Tuition Reimbursement Program - available to full-time, benefits eligible employees with 6 months of service.

Continuing Education Program – available to direct patient care employees with more than 3 continuous years of full-time employment.

Center for Learning & Development – offers various scholarship programs to employees seeking to pursue careers in healthcare.

Employee Assistance Program (EAP) - EAP assists with personal and non-disciplinary workplace concerns, by listening to employees and family members problems and then referring them to helpful community resources.

Employee Services Program (ESP) – a discounted internet purchasing program available at no cost to all Auburn Fed employees.

Other services include; Direct Deposit, Rugrats and Kids Too!, AFS Shuttle services, On-site Dry Cleaning, Edible Café, on-site banking and ATM, business travel accident insurance, long-term care insurance, bereavement benefits and discounted services from area businesses (as noted in the Extras brochure).

Your Personal Resource Locator

Provider	Phone	Web Site
AFS Benefits	(998)262-4426	http://intranet2@afs.jjj
XYZ Health Plan	(800)361-4334	xyz.com
Delta Dental	(800)999-9999	gagagadental.com
XYZ Flex Plan	(888)436-1613	xaxaxa.com
ABC	(998)111-3100	abc.com
Aetna	(998)111-8209	
Hemma	(800)111-0067	farmingtonco.com
Liberty Mutual	(800)111-7384	libertymutual.com
ABCLife	(518)111-3897	
Social Security		www.socialsecurity.gov