

# NCOH

North Carolina Outstanding Hospital

## Direct Compensation **\$44,534.90**

Direct Compensation can be further 'divided' into the two categories displayed below.

### On the Job Pay **\$38,882.58**

Base Wages	\$37,145.68
Company Education	\$422.24
Overtime	\$0.00
On-call	\$0.00
Clinical Ladder	\$1,314.66
Add-on Earnings	\$0.00
<b>SubTotal</b>	<b>\$38,882.58</b>

### Paid Time Off **\$5,652.32**

PTO	\$3,733.28
Holidays	\$1,919.04
Bereavement	\$0.00
Jury Duty	\$0.00
<b>SubTotal</b>	<b>\$5,652.32</b>

## Direct Compensation **\$44,534.90**

On the Job Pay plus Paid Time Off equals your Direct Compensation.

## Other Benefits **\$13,963.25**

* Healthcare	\$6,600.10
* Dental	\$0.00
* Vision	\$0.00
* HSA	\$900.00
* Flexible Spending Account	\$0.00
* Life Insurance	\$48.13
* Disability & Workers' Compensation Insurance	\$413.20
* Employee Assistance Program, Appreciation, Events & Uniform	\$203.43
** 401(k) Match	\$1,205.76
** Profit Sharing	\$1,781.40
* Social Security/Medicare	\$2,811.23
** Education Reimbursement	\$0.00

### Other Benefits Total **\$13,963.25**

\* Estimated value  
\*\* Precise value

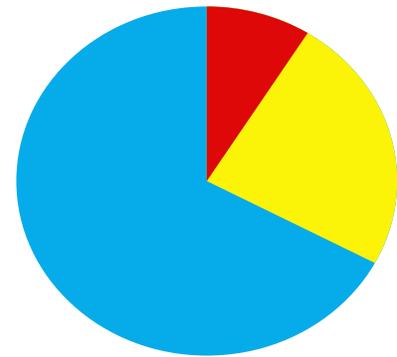
## Total Compensation Package **\$58,498.15**

Dear Ima,

As we strive toward our goal of *Caring for You So That You Can Care for Others*, we are constantly reviewing our compensation and benefits package to promote financial security for you and your family.

We are pleased to provide your Total Compensation Statement for 2011. Your personalized statement provides you with a detailed overview of your total compensation package. We encourage you to review this statement carefully and keep it for future reference. If you have any questions or concerns, please contact our Human Resources Department at 123-456-7899.

We greatly value your contribution to our mission at NCOH. Thank you for all that you do!



% of Total		Value
66%	On the Job Pay	\$38,883
10%	Paid Time Off	\$5,652
24%	Other Benefits	\$13,963
100%		

As an NCOH employee, your total compensation package includes much more than your take home pay. In fact, total compensation includes paid time off such as vacation and holidays, unseen contributions for life, health and disability, plus other significant contributions for retirement, social security and special programs. This statement is an estimate of the value of your total compensation as of 12/31/2011 and includes NCOH's annualized cost for benefits based on your elections as of 10/1/2011.

This statement has been specially prepared for:

**Ima Sample**

## Your Total Compensation

### Your Direct Compensation

Your direct compensation is your annual salary as of 12/31/2011. Your base salary is determined at the time you are hired and is then evaluated by your manager to keep it in line with your performance and value added contributions. Your direct compensation *may* include overtime, Company Education and/or other dollars depending on your employment status.

### Your Paid Time Off

NCOH recognizes the importance of providing leave programs that support the balance of your work and personal life. Your paid time off includes PTO, holidays and bereavement. The amount and types of paid time off for which you are eligible will vary according to your length of service and other eligibility requirements.

### Your On the Job Pay

Your On the Job Pay is pay received for your time at work including any corporate bonus received.

### Your Other Benefits

	Your Contribution	NCOH's Contribution
<b><u>Health Care Benefits</u></b> NCOH offers Excellus BC/BS as a health plan choice and the flexibility to waive coverage if you have coverage elsewhere. <b>{Employee + Family}</b>	\$3,408.60	\$6,600.10
<b><u>Dental Care Benefits</u></b> NCOH offers two Guardian dental plans for employees and their family members. <b>{Employee + Family}</b>	\$1,128.14	\$0.00
<b><u>Vision Care Benefits</u></b> NCOH offers Guardian vision for employees and their family members. <b>{Not enrolled}</b>	\$0.00	\$0.00
<b><u>HSA</u></b> NCOH contributes monthly into a savings account for those employees participating in the Excellus BC/BS healthplan. <b>{Health Savings Plan: Family}</b>	\$3,250.00	\$900.00
<b><u>Flexible Spending Accounts</u></b> Health Care and Dependent Care flexible spending account programs allow you to pay for eligible expenses with tax-free benefit dollars. <b>{Not enrolled}</b>	\$0.00	\$0.00
<b><u>Life Insurance</u></b> NCOH provides full-time employees with a basic life insurance benefit that is equal to 100% of your base salary, rounded to the next higher thousand, up to \$50,000. NCOH also offers voluntary, Supplemental term life insurance. <b>{Spouse Plan: Not enrolled, Child(ren) Plan: Not enrolled}</b>	\$0.00	\$48.13
<b><u>Disability</u></b> NCOH provides a comprehensive plan to help you avoid the potentially difficult financial impact of a disability. NCOH also contributes on your behalf to Workers' Compensation, which covers work related illness or injury. <b>{LTD - Enrolled}</b>	\$0.00	\$413.20
<b><u>Educational Assistance Benefits</u></b> NCOH offers tuition reimbursement and continuing education expense reimbursement.	NA	\$0.00 *
<b><u>Retirement Savings Program</u></b> One program with two plans, the Profit Sharing Plan and the 401(k) Plan.	\$4,412.87 *	\$2,987.16 *
<b><u>Social Security</u></b> Last year, you received a tax reduction. Usually, NCOH matches your contribution.	\$2,076.27	\$2,811.23
<b><u>AFLAC</u></b> NCOH offers AFLAC Cancer Care & accident care insurance for employees and their family members. <b>{Not enrolled}</b>	\$0.00	\$0.00
<b><u>Employee Assistance Program &amp; Other</u></b> A free, confidential counseling and referral service for all employees and their family members. Employee events, appreciation and uniforms are provided.	\$0.00	\$203.43

\* Calendar year 2011 Actual contributions

*This statement is not a legal document and should not be construed as such.*

Ima Sample  
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Hot City, NC 99999