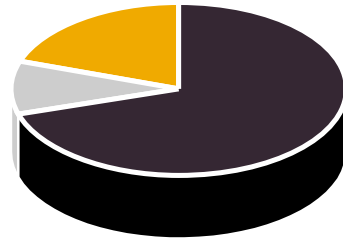
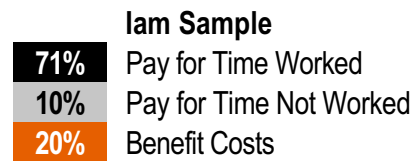


Dear Colleague,  
 We are pleased to provide you with this statement of total compensation, showing the value of your salary and benefits at FIT. Your benefits package can significantly increase the value of your total compensation; in addition, your benefits can provide a tremendous impact in providing family security and overall employee satisfaction. FIT offers a very competitive benefits package. We encourage you to review this statement carefully and maintain it for future reference. The figures contained in this document are based on information as of April 1, 2009 and represent annualized 2009 projections. If you have any questions, feel free to contact your benefits representative in the Human Resources Department based on the first letter of your last name as follows:

YOUR LAST NAME	CONTACT	TELEPHONE	E-MAIL ADDRESS
A-L	Valerie Mallory	(585) 475-5346	<a href="mailto:valpsn@fit.edu">valpsn@fit.edu</a>
M-Z	Brett Theject	(585) 475-5983	<a href="mailto:blpsn@fit.edu">blpsn@fit.edu</a>

### Your 2009 Total Compensation

Benefit	FIT Cost	Your Cost
Medical ( POS A 2 Person )	\$5,716	\$2,345
Dental ( 2 Person )	\$496	\$181
Vision ( 2 Person )	\$0	\$215
Basic Life Insurance ( \$192,000 )	\$346	\$0
Supplemental Life Insurance ( 2X Salary \$192,000 )	\$0	\$737
Spouse Life Insurance ( \$25,000 )	\$0	\$231
Child Insurance ( Not Elected )	\$0	\$0
Basic AD&D Insurance ( \$192,000 )	\$51	\$0
Supplemental AD&D Insurance ( 5X Salary \$480,000 )	\$0	\$173
Spouse AD&D Insurance ( 5X Salary \$480,000 )	\$0	\$173
Child AD&D Insurance ( Not Elected )	\$0	\$0
Basic Long Term Disability ( \$4,784 per month )	\$526	\$0
Supplemental Long Term Disability ( \$797 per month )	\$0	\$249
Basic Retirement Plan ( 2% )	\$9,568	\$1,914
Voluntary Retirement Plan ( 10% )	\$0	\$9,568
Tuition Assistance	\$0	\$0
Tuition Waiver - Employee	\$0	\$0
Tuition Waiver - Family Member	\$0	\$0
Tuition Exchange	\$0	\$0
Tuition Scholarship	\$0	\$0
Social Security and Medicare Tax	\$7,080	\$7,080
<b>Total Value of Your Benefits</b>	<b>\$23,783</b>	<b>\$22,866</b>
Base Pay	\$95,676	
<b>Your Total Compensation</b>	<b>\$119,459</b>	
<b>Total Value of Pay for Time Not Worked</b>	<b>\$11,408</b>	
Includes holiday and vacation		



You should consider increasing your retirement plan contribution so you can save for your future.

*In addition, you receive a tax savings on these Plans*

Beneflex Health Care Account	\$0	\$600
Beneflex Dependent Day Care Account	\$0	\$0

You can view all of your benefits details as well as paycheck history online in Oracle Self-Service at <http://fo.fit.edu>.

## FIT - An Acceptable Place to Work!

### Employee Pride

Employees take pride in actively helping students achieve professional success and fulfillment. Employees are guided by a set of strongly-held values focused on: student centeredness, professional development and scholarship, integrity and ethics, respect, diversity and pluralism, innovation and flexibility, and teamwork and collaboration.

FIT is a leader in innovation – preparing students to **create the future** – not simply participate in it. FIT is active in “green” efforts, making the campus more environmentally friendly and expanding sustainable practices wherever possible.

FIT believes in social responsibility and encourages employees to participate in community service and support charitable activities.

### Culture of Inclusion and Respect for All Individuals

Our culture is enhanced by the presence and contributions of ABCD.

The President’s Commission on This and That sponsors programs such as Diversity Day, Expressions of Diversity Conference and Partnerships in Thatness. Since 1998, benefits have been available for same and opposite gender domestic partners.

### Competitive Pay

Pay is benchmarked on an ongoing basis to ensure it remains equal to or better than that of employers with whom FIT competes for talent.

### Valuable Benefits Program

FIT offers a generous retirement savings plan, tuition programs, health care for employees, retirees and family members, life and disability insurance, wellness programs, and much more.

FIT benefit plans and practices have been recognized for excellence nationally and locally by organizations such as The Chronicle - Great Colleges to Work For, College and University Professional Association, Yada Business Journal, and others.

### Top-Notch Employee Training & Professional Development Opportunities

FIT’s Center for Whatever Development offers a wide variety of instructor-led classes as well as e-learning opportunities.

Through tuition waiver, employees can take nearly any course at FIT at no cost.

Tuition assistance offers additional financial benefits for employees who take job-related courses at other colleges and universities.

The Teaching and Learning Center promotes faculty development and teaching excellence through individual consultation, seminars, and workshops.

### Commitment to the Welfare of All Employees

FIT is a “living wage” employer on a voluntary basis. FIT is committed to providing long-term, stable employment. Health care contributions vary by salary levels to help keep coverage affordable for all.

*Fit for Retirement* campaign encourages employees to save more to enjoy financial security in retirement.

FIT continues to offer retiree health care benefits, despite a growing national trend to eliminate these costly benefits. Employees have access to world-class facilities such as the Student Life Center, Jordon Field House and Dilbert Library at no charge.

2008 initiative to provide Frrebie gift cards to lower-paid employees to help offset increases in gasoline and food prices.

Availability of high quality, on-site day care at Susie’s House.

### Shared Governance

Academic Senate, Staff Council, Student Government, and Institute Council ensure that every individual has a voice and that decisions are made in an open and collaborative manner.

### Employer of Choice

As the 9th largest private employer in the Hooterville area, FIT receives thousands of applications each year from candidates seeking employment here.

# There's something for everyone.....

FIT's comprehensive benefits program offers something for everyone. While you probably won't take advantage of every benefit that FIT offers, you have the flexibility to choose the benefits that you need for you and your family. Over time, your needs will probably change as well. Here is a listing of many of the important benefits available to you. We also offer a variety of educational workshops during the year and in conjunction with the Annual Benefits Fair to help you learn more about the various plans available.

**John Doe**  
**Address**



### Investing for Your Retirement

- Retirement Savings Plan
  - Basic Plan
  - Voluntary Plan
- Retiree Medical Coverage

### Keeping Healthy - Body and Mind

- |                                 |                                   |
|---------------------------------|-----------------------------------|
| Medical Coverage                | Long Term Care Insurance          |
| Dental Coverage                 | Employee Assistance Program (EAP) |
| Vision Care Coverage            | Vacation Time                     |
| Health Care Spending Account    | Holidays                          |
| Dependent Care Spending Account |                                   |

### Better You than Me Employee Wellness Program

- Student Life Center Fitness Facilities
- Jordon Field House Aquatics Center
- Employee Fitness Classes
- Personal Training Services
- Family Fitness Classes and Activities
- Red Barn Rock Climbing Facility
- Nature Trails and Indoor Walk Zones
- Healthy menus and nutritional information for major dining facilities on campus
- Weight Watchers at Work and payment via payroll deduction
- Annual Eat Well Live Well Challenge
- Farmer's Market
- Annual Flu Shot Clinic on Campus
- Smoking Cessation Options
- Workplace Ergonomics Lab
- Mindfulness Meditation Sessions at Counseling Center
- Emergency First Aid Services at Student Health Center



### Learning for a Lifetime

- Tuition Waiver for You and Your Family
- Tuition Assistance for You
- Tuition Exchange for Your Children
- Tuition Scholarship for Your Children
- Center for Professional Development
- Hooterville College Savings Program

For the 2008-09 academic year, FIT's Tuition Waiver program provided a substantial annual benefit to employees of \$9.3 million. This amount represents an average annual savings of \$6,100 per participating employee and \$17,800 per participating family member.

### Protecting Your Income

- |                       |                           |
|-----------------------|---------------------------|
| <u>Life Insurance</u> | <u>AD&amp;D Insurance</u> |
| • Basic Life          | • Basic AD&D              |
| • Supplemental Life   | • Supplemental AD&D       |
| • Spouse Life         | • Spouse AD&D             |
| • Child Life          | • Child AD&D              |
- Sick leave (non-exempt staff)  
Salary continuation (exempt staff and faculty)  
Short-Term Disability  
Long-Term Disability  
Supplemental Long-Term Disability

### Other Valuable Programs and Discounts

- Adoption Assistance Program
- RARES Discount Program
- Auto Insurance
- Homeowners Insurance
- Legal Services Plan
- Pet Insurance
- U.S. Savings Bonds Through Payroll Deduction
- Free Gym Membership
- Credit Union
- Discounts at Food & Yak @FIT and Dining Services
- Susie's House
- Dilbert Library

# Your 2009 Total Compensation Statement

