



DAVID L. ADDLE
 100 Yada Street
 Rochester, NY 14611

Enclosed is a personalized statement prepared specifically for you. This statement shows the contributions made by Vectoriole toward your Total Compensation Package. As you review this statement, you will see that the value of your benefits, added to your annual pay, results in your total compensation. The statement is designed to show you how much your service is valued by Vectoriole.

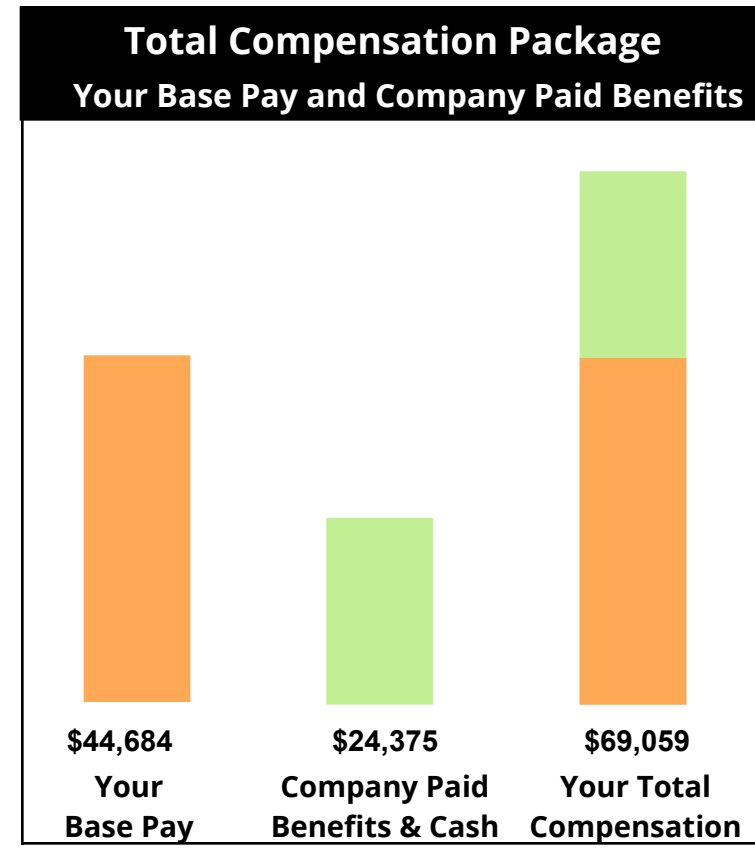
Thank you for your service.

Camden Yard, President

Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$44,684		\$914		\$23,461		\$69,059

Pay	
Base Pay Total	\$44,684
Regular Earnings	\$41,623
Overtime Earnings	\$3,061
Other Income Total	\$914
Christmas Gift and Bonus(es)	\$914

Benefits	Company Contribution
Insurance Benefit Total	\$10,366
Health and Dental Insurance **	\$9,834
Life Insurance and Disability	\$475
Flexible Spending Account	\$57
Retirement Benefits Total	\$1,232
401k Matching	\$1,232
Time Off Benefits Total	\$7,202
Holidays	\$1,895
PTO	\$948
Vacation	\$4,359
Mandated Benefits Total	\$4,661
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$936
Social Security	\$2,893
Medicare	\$676
Benefits Total	\$23,461



Your Company Paid Benefits & Cash represent an additional
55%
of your Base Pay

* Pay for time worked

Your Direct Compensation

Base Pay

Your base pay is pay for time worked. It includes all regular and overtime earnings.

Other Cash Benefits

These benefits include the Christmas Gift and all Bonuses received during the period of January 1 – December 31, 2015.

Your Paid Time Off

Oriole Group recognizes the importance of providing leave programs that support the balance of your work and personal life. Your paid time off includes holidays, PTO and vacation. 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 Other Company Paid Benefits

Health Care

Oriole Group offers two health plan options that provide comprehensive medical and prescription drug coverage at different deductible levels through Highmark Blue Cross Blue Shield Delaware for employees and their family members. You have the freedom to see any provider, but providers within the Highmark Blue Cross Blue Shield network offer the highest level of benefits.

Dental

In addition to health coverage, Oriole Group provides a dental program to help reduce your "out-of-pocket" dental care costs through United Concordia. This plan is designed to encourage preventive care which will diminish your need for costly corrective treatment in the future.

Vision

Oriole Group's Vision Plan provides for a yearly vision exam at no cost to covered participants and reimbursement of 50%, up to \$100, of the cost of lenses every 12 months and reimbursement of 50 %, up to \$100, of the cost of frames every 24 months.

Basic Life and AD&D

Having Basic Life Insurance and Accidental Death and Dismemberment (AD&D) coverage to protect those you love is an important part of your benefits package. Oriole Group automatically provides coverage based on one times your salary at no cost to you.

Disability

Eligible full time employees are provided with Disability Benefits that are fully paid by Oriole Group. If you are disabled due to an off-the-job injury or illness, you are eligible to receive disability income.

Flexible Spending Account

Flexible Spending Accounts allow you to pay for unreimbursed medical expenses with pre-tax dollars. All administrative expenses are paid by Oriole Group.

Retirement Benefits

Oriole's 401(k) Savings Plan allows you to save money on a pre-tax basis. All employees are eligible to participate after attaining age 21 and completing one year of service. You may contribute a percentage of your compensation up to the IRS limit each year. Oriole Group offers a generous dollar-for dollar match on the first 1% of your contribution and 50% on the next 5% of your contribution not to exceed 6% of your total compensation.

Mandated Benefits

Mandated benefits include Social Security, Medicare, Unemployment and Workers' Compensation. Oriole Group contributes an amount equal to your own total Social Security and Medicare contributions. Unemployment and Workers' Compensation are paid by Oriole Group.

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DAVID L. ADDLE
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KAREN A. AETNA
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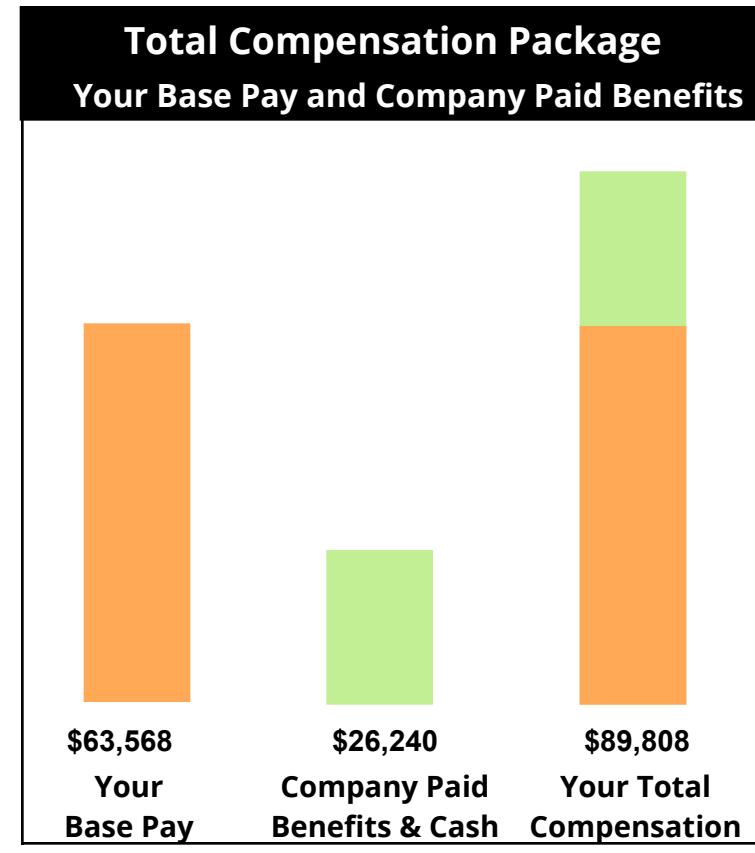
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Camden Yard, President

Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$63,568		\$150		\$26,090		\$89,808

Pay	
Base Pay Total	\$63,568
Regular Earnings	\$44,910
Overtime Earnings	\$18,658
Other Income Total	\$150
Christmas Gift and Bonus(es)	\$150

Benefits	Company Contribution
Insurance Benefit Total	\$10,161
Health and Dental Insurance **	\$9,418
Life Insurance and Disability	\$686
Flexible Spending Account	\$57
Retirement Benefits Total	\$1,886
401k Matching	\$1,886
Time Off Benefits Total	\$7,874
Holidays	\$2,072
PTO	\$1,036
Vacation	\$4,766
Mandated Benefits Total	\$6,169
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$1,024
Social Security	\$4,043
Medicare	\$946
Benefits Total	\$26,090



Your Company Paid Benefits & Cash represent an additional
41%
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* Pay for time worked

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LOIS F. AON
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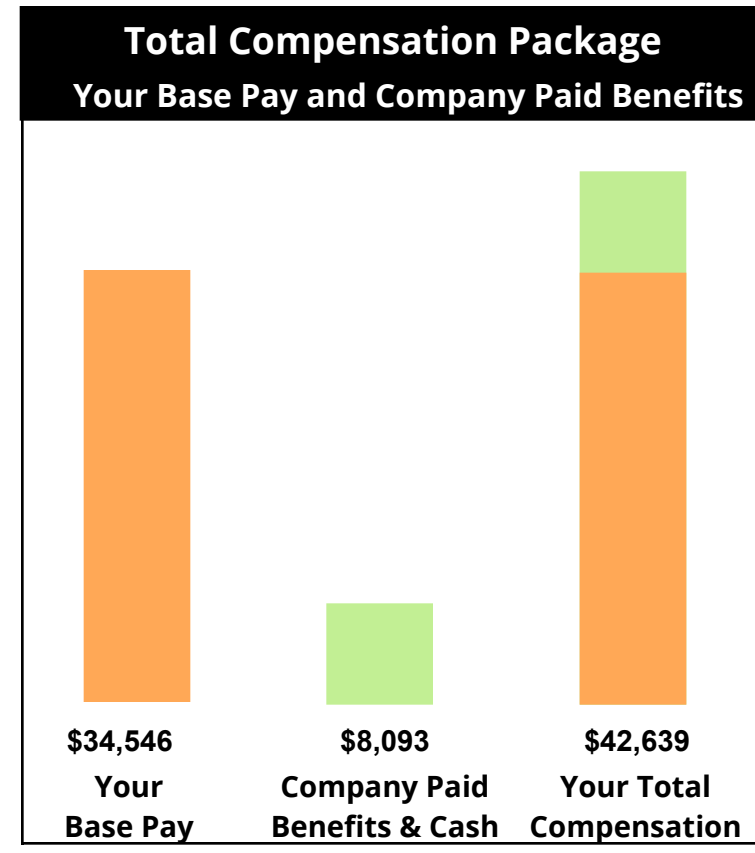
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Camden Yard, President

Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$34,546		\$300		\$7,793		\$42,639

Pay	
Base Pay Total	\$34,546
Regular Earnings	\$33,864
Overtime Earnings	\$682
Other Income Total	\$300
Christmas Gift and Bonus(es)	\$300

Benefits	Company Contribution
Insurance Benefit Total	\$478
Health and Dental Insurance **	\$0
Life Insurance and Disability	\$478
Flexible Spending Account	\$0
Retirement Benefits Total	\$0
401k Matching	\$0
Time Off Benefits Total	\$3,605
Holidays	\$1,442
PTO	\$721
Vacation	\$1,442
Mandated Benefits Total	\$3,710
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$712
Social Security	\$2,303
Medicare	\$539
Benefits Total	\$7,793



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23%
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* Pay for time worked

Your Direct Compensation

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ROBERT B. APPLE
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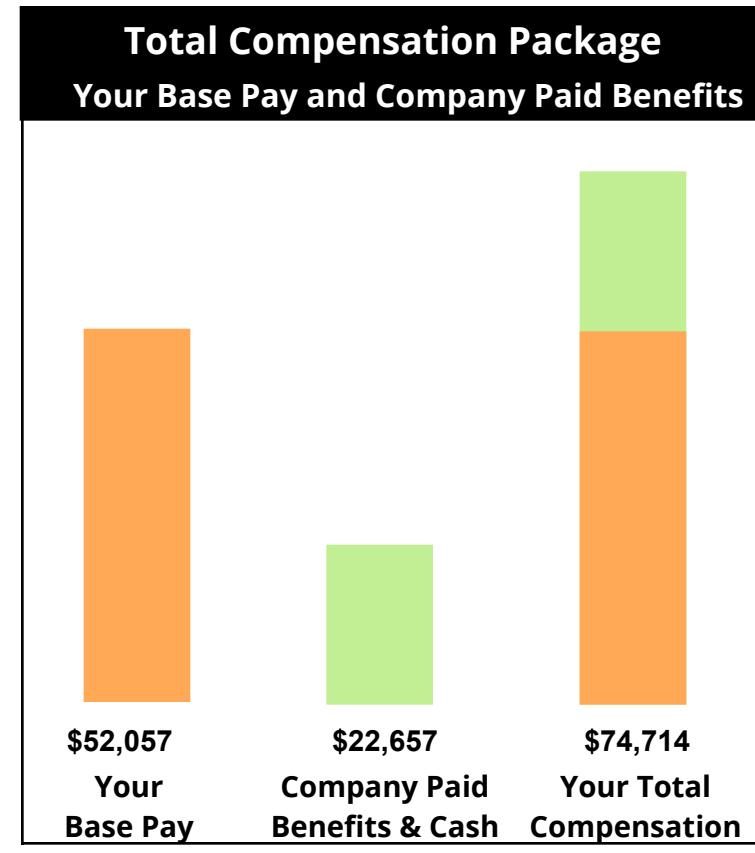
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Camden Yard, President

Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$52,057		\$660		\$21,997		\$74,714

Pay	
Base Pay Total	\$52,057
Regular Earnings	\$37,024
Overtime Earnings	\$15,033
Other Income Total	\$660
Christmas Gift and Bonus(es)	\$660

Benefits	Company Contribution
Insurance Benefit Total	\$9,852
Health and Dental Insurance **	\$9,418
Life Insurance and Disability	\$434
Flexible Spending Account	\$0
Retirement Benefits Total	\$0
401k Matching	\$0
Time Off Benefits Total	\$6,935
Holidays	\$1,734
PTO	\$867
Vacation	\$4,334
Mandated Benefits Total	\$5,210
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$856
Social Security	\$3,402
Medicare	\$796
Benefits Total	\$21,997



Your Company Paid Benefits & Cash represent an additional 44% of your Base Pay

* Pay for time worked

Your Direct Compensation

Base Pay

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Other Cash Benefits

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CARLOS B. AUGUST
 104 Yada Street
 Rochester, NY 14611

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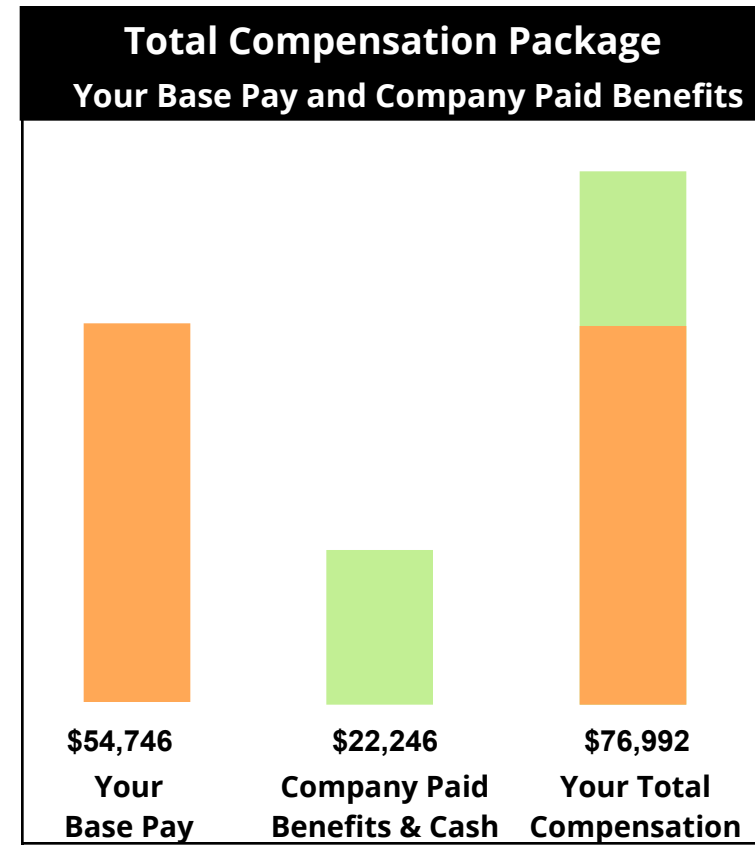
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Camden Yard, President

Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$54,746		\$860		\$21,386		\$76,992

Pay	
Base Pay Total	\$54,746
Regular Earnings	\$35,281
Overtime Earnings	\$19,465
Other Income Total	\$860
Christmas Gift and Bonus(es)	\$860

Benefits	Company Contribution
Insurance Benefit Total	\$10,217
Health and Dental Insurance **	\$9,834
Life Insurance and Disability	\$383
Flexible Spending Account	\$0
Retirement Benefits Total	\$597
401k Matching	\$597
Time Off Benefits Total	\$5,356
Holidays	\$1,530
PTO	\$765
Vacation	\$3,061
Mandated Benefits Total	\$5,216
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$756
Social Security	\$3,488
Medicare	\$816
Benefits Total	\$21,386



Your Company Paid Benefits & Cash represent an additional 41% of your Base Pay

* Pay for time worked

Your Direct Compensation

Base Pay

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Other Cash Benefits

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KIMBERLY A. ALIEN
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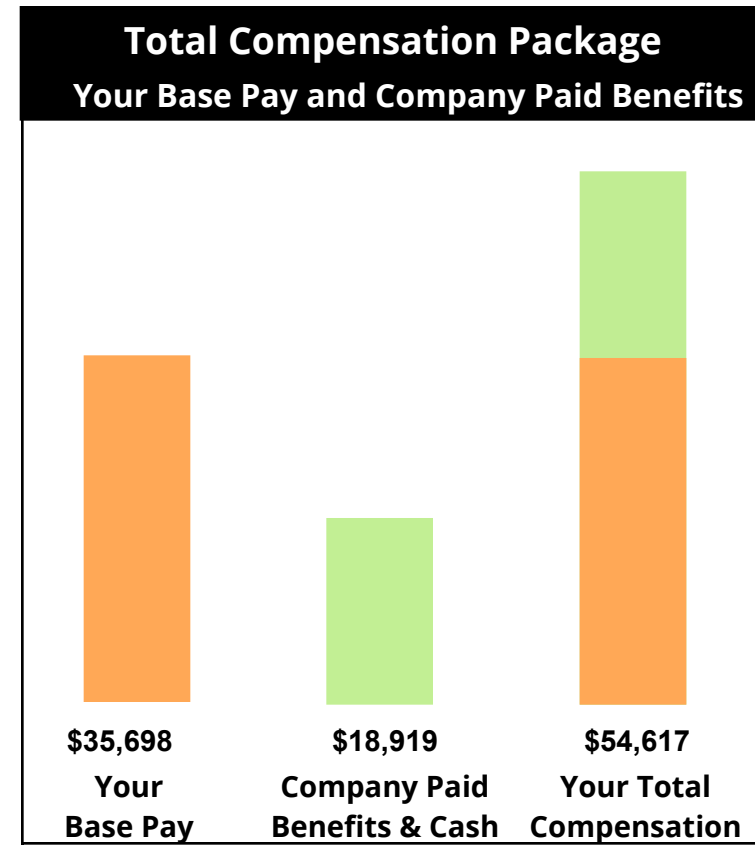
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Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$35,698		\$150		\$18,769		\$54,617

Pay	
Base Pay Total	\$35,698
Regular Earnings	\$35,698
Overtime Earnings	\$0
Other Income Total	\$150
Christmas Gift and Bonus(es)	\$150

Benefits	Company Contribution
Insurance Benefit Total	\$10,326
Health and Dental Insurance **	\$9,834
Life Insurance and Disability	\$492
Flexible Spending Account	\$0
Retirement Benefits Total	\$1,159
401k Matching	\$1,159
Time Off Benefits Total	\$3,715
Holidays	\$1,486
PTO	\$743
Vacation	\$1,486
Mandated Benefits Total	\$3,569
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$734
Social Security	\$2,171
Medicare	\$508
Benefits Total	\$18,769



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JOEL AMBROSIA
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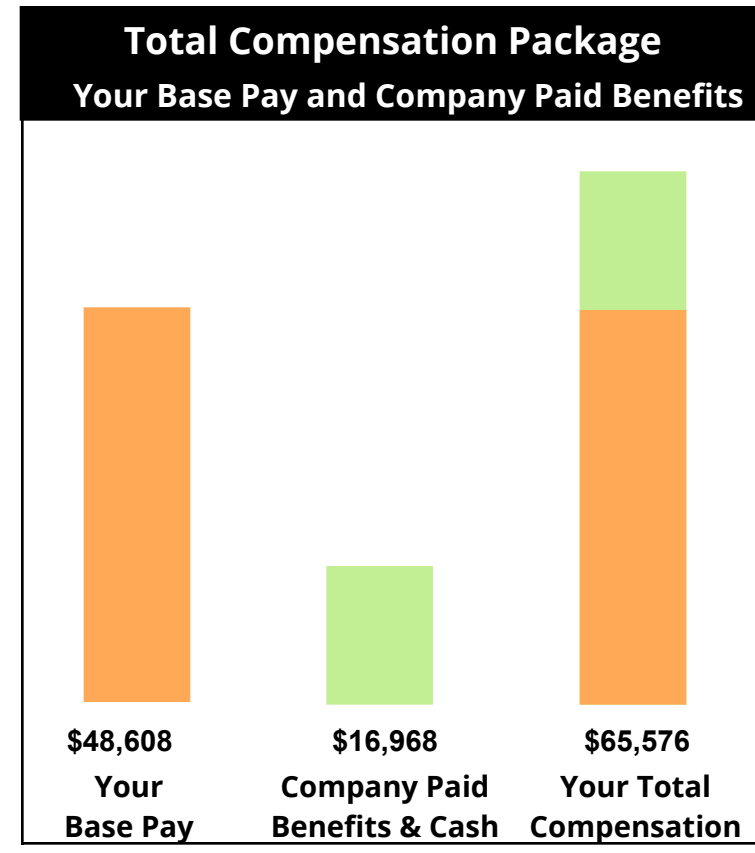
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Camden Yard, President

Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$48,608		\$760		\$16,208		\$65,576

Pay	
Base Pay Total	\$48,608
Regular Earnings	\$33,429
Overtime Earnings	\$15,179
Other Income Total	\$760
Christmas Gift and Bonus(es)	\$760

Benefits	Company Contribution
Insurance Benefit Total	\$5,659
Health and Dental Insurance **	\$5,293
Life Insurance and Disability	\$366
Flexible Spending Account	\$0
Retirement Benefits Total	\$568
401k Matching	\$568
Time Off Benefits Total	\$5,102
Holidays	\$1,458
PTO	\$729
Vacation	\$2,915
Mandated Benefits Total	\$4,879
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$720
Social Security	\$3,244
Medicare	\$759
Benefits Total	\$16,208



Your Company Paid Benefits & Cash represent an additional 35% of your Base Pay

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Mandated Benefits

Mandated benefits include Social Security, Medicare, Unemployment and Workers' Compensation. Oriole Group contributes an amount equal to your own total Social Security and Medicare contributions. Unemployment and Workers' Compensation are paid by Oriole Group.

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TIFFANY AMIGOOD
 107 Yada Street
 Rochester, NY 14611

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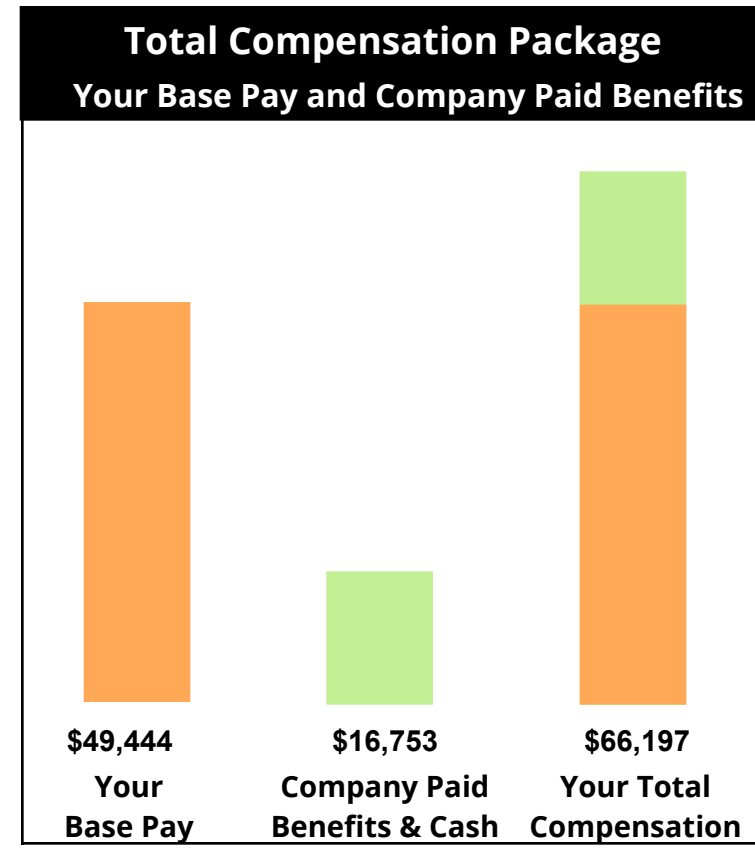
Thank you for your service.

Camden Yard, President

Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$49,444		\$560		\$16,193		\$66,197

Pay	
Base Pay Total	\$49,444
Regular Earnings	\$32,991
Overtime Earnings	\$16,453
Other Income Total	\$560
Christmas Gift and Bonus(es)	\$560

Benefits	Company Contribution
Insurance Benefit Total	\$5,647
Health and Dental Insurance **	\$5,293
Life Insurance and Disability	\$354
Flexible Spending Account	\$0
Retirement Benefits Total	\$734
401k Matching	\$734
Time Off Benefits Total	\$4,942
Holidays	\$1,412
PTO	\$706
Vacation	\$2,824
Mandated Benefits Total	\$4,870
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$698
Social Security	\$3,255
Medicare	\$761
Benefits Total	\$16,193



Your Company Paid Benefits & Cash represent an additional **34%** of your Base Pay

* Pay for time worked

Your Direct Compensation

Base Pay

Your base pay is pay for time worked. It includes all regular and overtime earnings.

Other Cash Benefits

These benefits include the Christmas Gift and all Bonuses received during the period of January 1 – December 31, 2015.

Your Paid Time Off

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TIFFANY AMIGOOD
107 Yada Street
Rochester, NY 14611



MICHELLE O. ARGONAUT
 108 Yada Street
 Rochester, NY 14611

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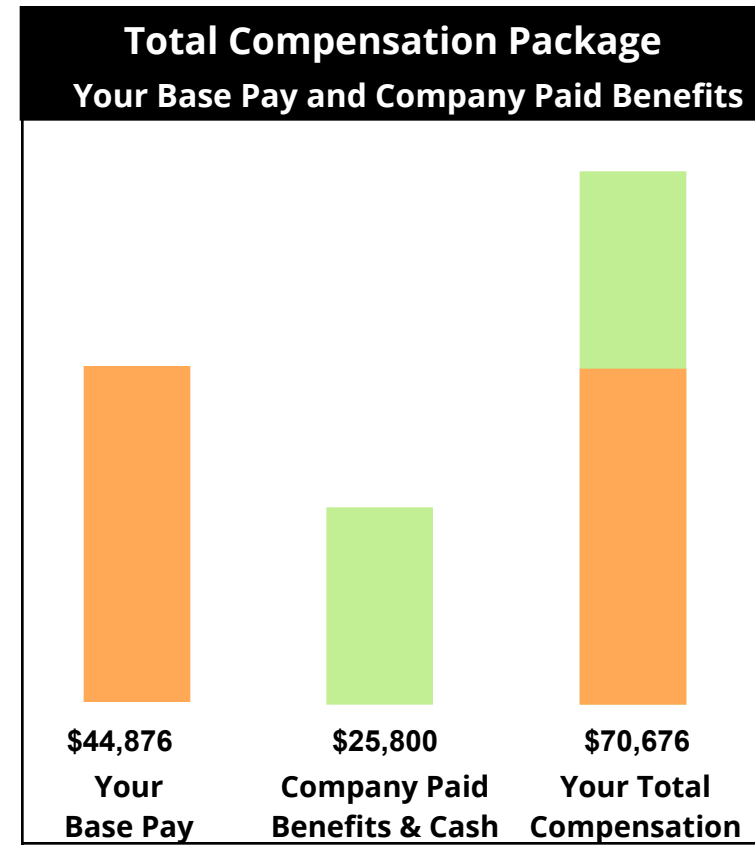
Thank you for your service.

Camden Yard, President

Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$44,876		\$1,104		\$24,696		\$70,676

Pay	
Base Pay Total	\$44,876
Regular Earnings	\$44,555
Overtime Earnings	\$321
Other Income Total	\$1,104
Christmas Gift and Bonus(es)	\$1,104

Benefits	Company Contribution
Insurance Benefit Total	\$10,140
Health and Dental Insurance **	\$9,418
Life Insurance and Disability	\$665
Flexible Spending Account	\$57
Retirement Benefits Total	\$1,827
401k Matching	\$1,827
Time Off Benefits Total	\$8,032
Holidays	\$2,008
PTO	\$1,004
Vacation	\$5,020
Mandated Benefits Total	\$4,697
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$992
Social Security	\$2,876
Medicare	\$673
Benefits Total	\$24,696



Your Company Paid Benefits & Cash represent an additional **57%** of your Base Pay

* Pay for time worked

Your Direct Compensation

Base Pay

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MICHELLE O. ARGONAUT
108 Yada Street
Rochester, NY 14611



SARA M. ASHEN
 109 Yada Street
 Rochester, NY 14612

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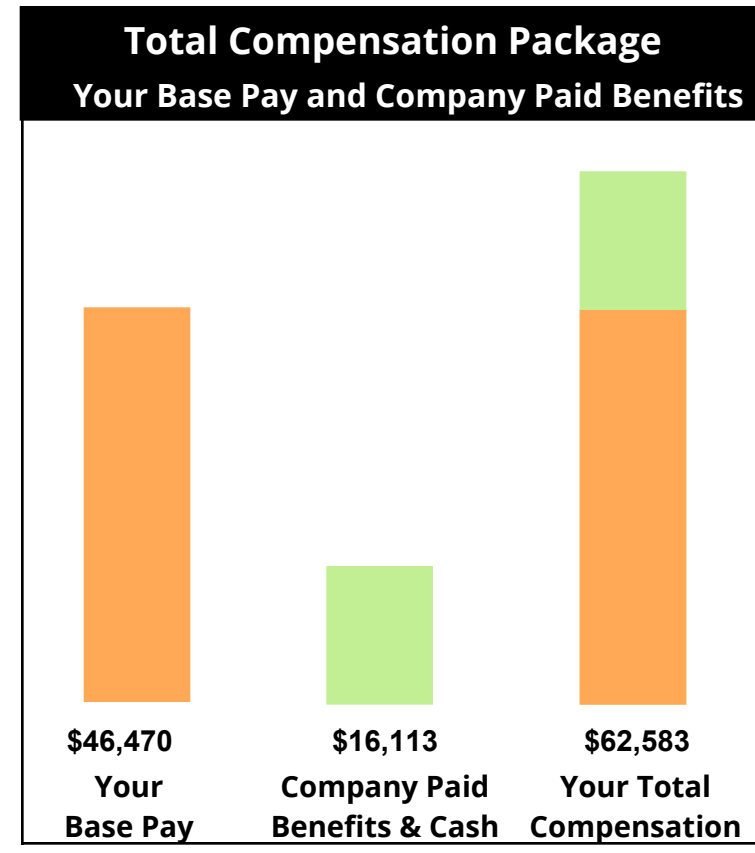
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Camden Yard, President

Base Pay *	+	Other Cash Benefits	+	Company Benefits	+	Total Compensation
\$46,470		\$150		\$15,963		\$62,583

Pay	
Base Pay Total	\$46,470
Regular Earnings	\$35,151
Overtime Earnings	\$11,319
Other Income Total	\$150
Christmas Gift and Bonus(es)	\$150

Benefits	Company Contribution
Insurance Benefit Total	\$5,907
Health and Dental Insurance **	\$5,345
Life Insurance and Disability	\$505
Flexible Spending Account	\$57
Retirement Benefits Total	\$991
401k Matching	\$991
Time Off Benefits Total	\$4,572
Holidays	\$1,524
PTO	\$762
Vacation	\$2,286
Mandated Benefits Total	\$4,493
Federal Unemployment	\$63
State Unemployment	\$93
Workers' Compensation	\$753
Social Security	\$2,905
Medicare	\$679
Benefits Total	\$15,963



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