

# Total Compensation Statements

## Benefits

Gives you the flexibility to present information in a variety of printed formats to focus employees on key components of their compensation and benefits.

- Highlight the importance of employer provided benefits like medical insurance, retirement and paid time off
- Increase employee participation in voluntary benefit programs
- Create a dialog with employees regarding strategic company goals and how total employee salary and benefit costs impact that goal
- Customize with your company logo, other supporting graphics, colors, benefit statement message (theme) and any unique requirements to reinforce your organization's brand and culture
- Generate electronic PDF statements
- Create project archives capturing final statement output for all covered "benefit eligible" employees

## Boost Employee Retention and Morale

It's no secret that Total Compensation Statements are the most reliable and cost-effective way for organizations to communicate the value their compensation and benefits.

Your success starts with choosing printed Total Compensation Statements from Ebix Benefits Administration and Wellness. We have more than thirty years of experience supporting America's leading organizations with their total compensation or total rewards projects. Our printed services team is available to plan and execute every phase of a comprehensive communication strategy from pre-statement communication to post-statement surveys. Throughout the process of design, data gathering, calculations, and production we keep you fully informed on our progress using our secure, encrypted, project management website.

William Bertha | E. William.Bertha@Ebix.com | P. 678.281.0308

Karla Keller | E. Karla.Keller@Ebix.com | P. 678.281.0314

**2012 Total Compensation Statement**

Prepared for Jennifer Nelson

Dear Dr. Nelson,

Diamond Engineering has achieved tremendous success over the past several decades due to the dedication and hard work of our employees. We fully understand the value of our physicians whose dedication and hard work are so vital to our success. In addition to salary, all physicians participate in our program whose value often "flies under the radar" — it is not always reflected in the compensation. Accordingly, we have compiled a personal statement that summarizes the value of your Diamond income from the past year and provides you with a comprehensive overview of the total value of your compensation and benefits.

If you have a question about any of the benefits or compensation information, please contact the Human Resources Team.

I look forward to working closely with you in 2013 to meet the challenges that will support our continued growth as a region leading organization.

Donald Infield, M.D., FACEP  
President

**Summary of 2012 Compensation**

Item	Amount
Base Clinical Compensation	\$ 99,856.36
Paid Time Off	\$ 2,500.00
Productivity Based Compensation	\$ 23,071.82
Salary Adjustment	\$ 0.00
Income Premium Compensation	\$ 0.00
Service Recognition Bonus	\$ 0.00
Incentives	\$ 0.00
<b>Total Earnings</b>	<b>\$ 125,428.18</b>

**2015 Total Rewards**

Item	Amount
Annual Base Salary	\$ 99,856.36
Bonus	\$ 2,500.00
Diamond Engineering Paid Benefits	\$ 23,071.82
<b>Your 2015 Total Rewards</b>	<b>\$125,428.18</b>

**2015 Benefits**

Benefit	Your Estimated Annual Cost	DE Estimated Annual Cost
Medical	\$ 2,144.00	\$ 10,688.00
Dental	\$ 601.20	\$ 601.20
Vision	\$ 130.32	\$ 0.00
Basic Life and AD&D	\$ 0.00	\$ 262.80
Voluntary Life	\$ 1,428.00	\$ 0.00
Spouse Life	\$ 76.56	\$ 0.00
Children's Life	\$ 32.08	\$ 0.00
Long Term Disability	\$ 0.00	\$ 319.56
Short Term Disability	\$ 0.00	\$ 63.91
401(k) Match	\$ 0.00	\$ 2,885.48
Federal Unemployment	\$ 0.00	\$ 42.00
State Unemployment	\$ 0.00	\$ 218.84
Workers' Compensation	\$ 0.00	\$ 650.00
Social Security & Medicare	\$ 1,140.42	\$ 6,960.03
<b>Your 2015 Benefits</b>	<b>\$ 10,530.58</b>	<b>\$ 23,071.82</b>

**Paid Time Off Benefits**

You are eligible to accrue or observe the following paid time off each calendar year.

Time Off Benefit	Number of Days	Benefit Value
Vacation	24	\$9,217.51
Holidays	9	\$3,856.57
Sick Leave	6.00	\$2,304.38

**Total Rewards Breakdown:**

- 81.6% Annual Base Salary & Bonus
- 18.4% DE Paid Benefits

**Total Benefits Breakdown:**

- 68.7% DE Benefits Cost
- 31.3% Annual Base Salary & Bonus

**Important:** This statement is intended to summarize your company provided benefits and earnings. The annual values shown are based on your eligibility, benefits elections, and earnings as of January 1, 2015 and assume a full year's employment. Portions of your pay deferred for later use in IRA or retirement accounts are not included in your bonus annual cost, but are reflected on those reports. If you believe your statement is in error, please contact Human Resources. Should any information in this statement conflict with legal plan documents, the terms in the plan documents and collective bargaining agreements (if applicable) shall prevail. Diamond Engineering reserves the right to amend, change or terminate the plans at any time.

## The Trusted Source

With extensive experience in the HR benefits market, we understand this business and we're committed to continually expanding our solutions to meet dynamically changing market demands. It's no wonder that Ebix solutions are trusted by hundreds of insurance brokers, thousands of employers, and millions of employees across the U.S., and we're ready to start helping your organization today!

- Single sign-on (SSO) access from SmartOffice to AnnuityNet for back office application review
- Comprehensive new business and commission tracking in SmartOffice, as well as reporting capabilities

1 Ebix Way, Johns Creek, GA 30097  
www.ebix-ebaw.com