

## About this Summary

This summary was prepared by Allied Aviation and Employee Benefits Communications. The figures shown are estimates only and are based on Allied Aviation's employee records, Summary Plan Descriptions, Policy Manuals, and other sources of data. All information is as of December 31, 2010 unless otherwise noted.

The benefits listed are subject to the actual provisions of each plan and supporting legal documents. This summary does not in itself establish eligibility to participate in any benefit plan or imply future participation. Changes in salary, benefit rates and benefit elections after December 31, 2010 will be reflected in next year's summary.

Every effort has been made to communicate your benefits accurately. However, the possibility of error does exist. Any discrepancies should be reported immediately to Human Resources.

We hope this summary will be helpful to you and your family in planning for your financial security.

### Unemployment Compensation

Your employer funds a program which provides you with compensation if you lose your job for reasons beyond your control. This state-administered program supplies you with a percentage of your previous income to temporarily provide for your basic needs. The amount of these benefits is based on your past earnings record and varies by your state of residence.

### Worker's Compensation

You or your survivors are eligible for workers' compensation benefits if disability or death results from an occupation illness or injury. In cases of disability, your company's carrier will pay all qualified medical expenses related to your injury, as well as provide you with disability income at a prescribed percentage of your weekly wage up to maximum allowable limits.

### Social Security

Each year you pay a percentage of your income into a form of retirement commonly known as Social Security. Your employer matches your contribution. All contributions are paid to the Social Security Administration.

The purpose of Social Security is to provide you with a minimum level of income at retirement or survivor income for your family in the event of your death or disability. Social Security is not intended to be your only source of income. Instead it is meant to supplement the retirement plans, insurance programs, savings, and other personal investments you will accumulate during your working years.

Call your local Social Security Office for details on obtaining a complete history of your eligible earnings.

### Average 2010 Social Security Benefits

Retired Individual	\$ 1,153.00
Retired Couple	\$ 1,876.00
Disabled Individual	\$ 1,064.00
Disabled/Spouse and One Child	\$ 1,763.00
Widow(er)	\$ 1,112.00
Young Widow/Two Children	\$ 2,399.00

## Total Compensation Statement



*Prepared Exclusively For:*

**Harry Hardworker** 58A794  
**4567 Elm Place**  
**Porter, TX 77365**



# From The President



To: Harry Hardworker

In order for you to look at the full picture of compensation and benefits, we are providing you a personally customized summary statement. We recognize your valuable contribution to the company.

The company strives to provide competitive salaries and a comprehensive benefits program. This statement presents the current benefits that are provided, as well as the value of these benefits.

Our hope is that the benefits provided will provide added financial security to you and your family.

We appreciate your contribution to the company. If you have any questions about your benefits, please contact your Human Resources department: Jayne Cardascia, telephone 212-868-3873.

Thank you for your hard work.

Robert L. Rose  
President

## Annual Cost For: Harry Hardworker

<b>Benefit Plan</b>	<b>Coverage</b>	<b>Employee</b>	<b>Allied Aviation</b>
<b>Health Care:</b>			
Medical Insurance	Employee + 1	\$1,560.00	\$7,342.08
Dental Insurance	Employee + 1	\$463.56	\$0.00
Vision Insurance	Employee + 1	\$128.44	\$0.00
<b>Life, AD&amp;D and Disability Insurance:</b>			
Basic Life Insurance	\$79,000	\$0.00	\$218.04
Basic AD&D Insurance	\$79,000	\$0.00	\$18.96
Short Term Disability Insurance	12 wks at \$755.77, 14 wks at \$377.89	\$0.00	\$265.10
Long Term Disability Insurance	\$1,966.67	\$0.00	\$136.92
<b>Social Security and Medicare:</b>		\$3,399.71	\$3,399.71
<b>Unemployment:</b>		\$0.00	\$146.00
<b>Total Benefits Cost:</b>			\$11,526.81
<b>2010 Gross Compensation:</b>			\$44,440.61
<b>Value of Time Off - Your Annual Salary includes pay for time not worked:</b>			
Holiday	\$1,511.54	10 Holidays per year	
Vacation:	\$2,267.31	(15 days per year)	
Personal Days:	\$302.31	2 days per year	
Sick Days:	\$755.77	5 days per year	

**2010 Total Compensation Provided by Allied Aviation: \$55,967.42**

### Supplemental Employee Life

Allied provides you the opportunity to purchase additional life insurance on yourself equal to one, two or three times your annual base pay. The maximum amount of coverage when combined with the base plan is \$1,100,000. Our records indicate you have \$79,000 of Optional Life Insurance coverage.

### Supplemental Dependent Life Insurance

Allied provides you the opportunity to purchase additional life insurance on your spouse and children. Coverage for your spouse can be purchased in the amount of \$10,000, \$20,000, \$30,000 or \$50,000, not to exceed 100% of the employee benefit. Coverage \$5,000 or \$10,000 can be purchased for your dependent children. Our records indicate you have \$20,000 of coverage on your spouse.

### Supplemental AD&D Insurance

You may purchase AD&D insurance for yourself of 1 to 10 times your annual base pay. The maximum amount of coverage when combined with the base plan is \$1,000,000, not exceeding ten times your base salary. If you elect Supplemental Employee AD&D coverage, you may also purchase Family AD&D coverage on your spouse and dependent children. Our records indicate you have \$79,000 of AD&D coverage on yourself with additional Family AD&D coverage.

### Supplemental LTD Insurance

Allied also provides you the opportunity to purchase buy-up Long Term Disability insurance for yourself. Two plans are available, allowing you to purchase either 60% or 70% of your salary up to \$7,500 per month, depending on your annual earnings. Our records indicate you have purchased buy-up LTD insurance of 70%, providing you an estimated \$333.33 per month in the event you are disabled.