

Benefits are not just Dollars and Cents

COPT also provides the following benefits:

Career & Education

- Training and Development
 - COPT Way and Customer Service
 - Key skills, specific to your job responsibilities
 - Leadership Training
 - Goal Setting Sessions and myGPS Performance Reviews
 - Life Lessons Series
- Tuition Reimbursement – Undergraduate and Graduate programs, as well as Professional Certifications
- Professional Association Meeting, Conference and Seminar expenses
- Promote from within by providing employees first access to Internal Job Postings
- Service, On-The-Spot and Retirement Recognition & Awards
- College Scholarship program for eligible children of employees

Wellness/Work-Life Benefit

- Flexible Spending - COPT allows you to reduce your income taxes and FICA on amounts withheld from your paycheck for eligible healthcare expenses and dependent care costs.
- Extended Sick Leave - COPT provides extended sick leave which pays you 60% of your basic monthly earnings for reasons of sickness or disability. This benefit is paid 100% by the company.
- Military Leave, Jury Duty, Bereavement Leave, Maternity, Paternity & Adoption Leave
- Fitness Center / Membership Benefit
- Flu Shots / Immunizations and Health Screenings
- 24 hour Nurse Line
- Stress Management, Financial Planning & many other Life Knowledge events
- First Aid Training
- Smoking Cessation Assistance
- Adoption Assistance Services
- Discounted Safety Gear

Miscellaneous

- Free Parking
- Sustainability & Volunteer Initiatives
- Referral Fees for Recruitment
- Big Box Store Reimbursement

A Few Words About This Statement:

This statement was prepared with the assistance of Employee Benefits Communications, Inc., a benefits and communications consulting firm. It is based on information available from Company records, summary plan descriptions, policy manuals, and other sources of data. All information is as of August 31, 2012, unless otherwise noted, on an annualized basis. The preparation and distribution of this statement is not deemed a guarantee of continued employment for any period. This Statement is simply an estimate of possible benefits and does not create any legal rights.

While every effort has been made to report information accurately, all details furnished, including eligibility for benefits, must necessarily be governed by the provisions of the plan documents pertaining to the various benefits.

Please bring any errors to the attention of the Human Resources Department.



November 2012

Dear Harry:

The success of every organization is directly related to the contributions, talents and dedication of each of its employees. COPT is no exception. This is why we strive to provide a competitive compensation package including a comprehensive benefit program.

The following pages comprise a personalized total compensation statement for your information and reference. It briefly outlines your compensation and benefits that are provided by COPT, as of August 31, 2012, as well as the cost of those benefits to the company and to you. We feel that your “hidden paycheck” has great value to you and we encourage you to read this information carefully and to share it with your family.

We appreciate your personal contribution to the success of COPT and hope that as partners working together you can achieve your goals both personally and professionally while ensuring that COPT continues creating environments that inspire success for our customers.

If you have any questions about your benefits or compensation, please contact your supervisor or the Human Resources Department.

Sincerely,

President and Chief Executive Officer

Prepared Exclusively For:

Harry Hardworker

Direct Pay	COPT Contribution
Annual Salary (Overtime for non-exempt employees excluded)	\$48,000.00
Annual Incentive Award (AIA)	\$1,200.00
Security Clearance Bonus	\$3,500.00
Your Annual Salary includes Paid Time Off: You receive 9 Paid Holidays valued at \$1,661.54 You receive 12 Days of Vacation valued at \$2,215.38 You receive 8 Days of Sick Leave valued at \$1,476.92 You receive 3 Days of Personal Leave valued at \$553.85 You receive 1 Day off for your Birthday valued at \$184.62 You receive 1 Day (per year) off with pay to participate in volunteer & charitable activities valued at \$184.62	

Health Insurance	Your Contribution	COPT Contribution
Medical Insurance - Medical Insurance is offered through CareFirst Administrators. You have elected Family coverage in the PPO Plan .	\$2,423.98	\$17,274.14
Dental Insurance - COPT's Dental plan emphasizes preventive maintenance. You have elected Family coverage in the dental plan.	\$204.10	\$834.60
Vision Insurance - In addition to the vision coverage included in your medical plan, COPT offers a voluntary discount vision plan for you and your eligible dependents. You have elected Family coverage in the voluntary vision plan.	\$126.36	\$0.00
Employee Assistance Program - COPT has partnered with Business Health Services (BHS) to offer you and your family members free, confidential assistance to help with family, personal and work-related concerns, short-term counseling services, legal and financial resources.	\$0.00	\$23.66
Life & Disability	Your Contribution	COPT Contribution
Group Term Life Insurance - COPT provides you with group term life insurance equal to one times your basic annual salary up to a maximum of \$100,000. This benefit is paid 100% by the company. Our records indicate you are covered for \$48,000 .	\$0.00	\$48.96
Accidental Death & Dismemberment Insurance - COPT provides you with AD&D insurance equal to one times your basic annual salary. This insurance provides an additional benefit in case of accidental death. This benefit is paid 100% by the company. Our records indicate you are covered for \$48,000 .	\$0.00	\$11.52
Voluntary Life Insurance - In addition to the life insurance provided by the company, you may elect voluntary life coverage for yourself in increments of \$10,000 to a maximum of \$500,000. You may purchase dependent life insurance on your spouse and dependent life insurance on your child(ren). Our records indicate you have purchased \$20,000 of insurance on your spouse, and \$10,000 on your child(ren).	\$50.44	\$0.00
Business Travel Accident Insurance - COPT provides you with business travel accident insurance to cover you, and your accompanying family (as applicable), while traveling away from your regular employment location on approved COPT business.	\$0.00	\$11.02
Long Term Disability - COPT provides long term disability insurance following the end of extended sick leave. This plan pays you 60% of your basic monthly earnings when you remain disabled.	\$0.00	\$105.60

Note: All age graded benefit amounts are reflected as a result of a rounded calculation.

Federal & State	Your Contribution	COPT Contribution
Worker's Compensation and Unemployment Insurance	\$0.00	\$1,759.91
Social Security and Medicare *Federal and State contributions may not necessarily match your W-2 due to specialized tax treatment of certain income and expense items paid through the end of the year.	\$2,977.55	\$4,031.55
Retirement	Your Contribution	COPT Contribution
Retirement Contributions - To help you prepare for the future, COPT will match 100% of the first 1% you contribute to your 401(k) Retirement account, and an additional 50% on the next 5% you contribute. *The total value of your 401(k) account is based on your deferral amount and accumulated balance as of 8/31/12. To access a complete, real-time view of your 401(k) account, log onto www.rps.troweprice.com or call 1-800-922-9945.	\$5,415.25	\$1,579.46

Restricted Shares
The total value of your vested and unvested OFC (COPT) restricted shares based on 8/31/12 stock market close price of \$22.36 is: VESTED STOCK VALUE: \$1,341.60 UNVESTED STOCK VALUE: \$5,366.40 TOTAL STOCK VALUE: \$6,708.00 *COPT pays dividends on vested and unvested shares. To access a complete, real-time view of your COPT equity including stock options please visit the Solium website and log in to your account. If you need assistance, log onto www.solium.com/login or call 1-877-380-7793.

COPT's Investment in You

The chart shown here illustrates how your direct pay plus the COPT contributions (Health Insurance, Life & Disability, Federal and Retirement) on an annual basis are added together to form your total compensation package.

