

From The President



Dear Employee:

Goodwill-Suncoast remains committed to providing you with a solid, competitive benefits package as part of your total compensation.

To help you better understand your total compensation, we are providing this personalized statement that includes descriptive highlights of your salary and benefits. We know that your salary is important, but the company also provides a comprehensive healthcare plan including medical, dental, prescription drug, vision, a 403(b) retirement savings plan, life and accident coverage, short- and long-term disability coverage, paid holidays, paid vacation, an employee recognition program, tuition assistance and other benefits as detailed in your Policies and Procedures Manual. This statement briefly outlines the current benefits provided by Goodwill-Suncoast, along with their costs.

Please take the time to review this information carefully. Should you discover any discrepancies or require assistance in understanding its contents, please contact the Human Resources Department at the Gandy Center.

Thanks for your hard work and contributions to the success of Goodwill-Suncoast.

Sincerely,

Direct Pay

\$82,680.00

Base Salary is as of December 31, 2009 and includes the estimated value of Paid Time Off in the amount of **\$14,310.00** as shown below. Please note that the stated base salary is calculated using 2080 hours in a work year. It will not match your W-2 and should not be used for tax purposes.

Paid Holidays \$2,226.00

Goodwill-Suncoast recognizes 7 paid holidays during the year.

Paid Vacation \$6,360.00

Goodwill-Suncoast provides time off with pay to give you a chance to rest, relax and pursue special interests. You were eligible for **160** hours of paid vacation in 2009.

Sick Leave \$4,770.00

Sick leave is to be used for periods of personal or family illness or for personal medical and dental appointments. You will accrue **120** hours of sick leave during 2010.

Personal Days \$954.00

As an eligible employee you are entitled to **24** personal hours.

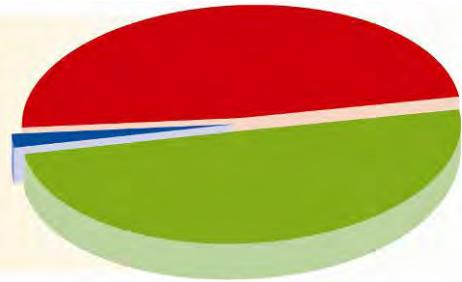
\$100.00

Service Recognition

\$82,780.00

Total Direct Pay

Goodwill-Suncoast invested over \$5.3 million in benefits for their employees last year.



Indirect Pay (Company Paid Benefits)

\$8,556.76

Government Mandated Benefits

Social Security, Workers' Compensation, and Unemployment Insurance

\$4,413.96

Medical Insurance

Goodwill/Suncoast covers much of the employee cost of medical insurance. Family coverage is available at the employee's expense.

Benefit

Humana HMO In-Network Benefits

Humana POS In-Network Benefits

Primary/Specialist Office Visit Copay

\$20/\$35

\$20/\$35

Preventive Services

100% (copay may apply)

100% (copay may apply)

In-Patient Hospital Copay

\$250/day (maximum 3 days)

\$500/day (maximum 3 days)

Urgent Care Facility

\$35 copay

\$35 copay

Deductible

\$500

\$500

Lifetime Maximum

\$5 million

\$5 million

30-Day Prescriptions:

Generic/Brand/Non-Formulary

\$15/\$35/\$55

\$15/\$35/\$55

Mail Order – 90-Day Supply

\$45/\$105/\$165

\$45/\$105/\$165

\$277.88

Basic Life and AD&D Insurance

You are covered for one times your annual salary, subject to certain maximums. Your coverage is **\$83,000.00**. If your death is ruled an accident, your beneficiary would receive an additional **\$83,000.00**.

\$636.00

403(b) Company Match

If you are a plan participant and have completed at least one year of service, Goodwill-Suncoast matches your contribution at 100% of the first 3% and 50% of the next 2%. You currently contribute at a rate of 5%. If you increased your contribution by 2%, your account might grow as follows:

Years	Current Level	Current Level + 2%
10 years	\$130,640.93	\$153,744.44
20 years	\$337,923.79	\$402,402.17
At age 65	\$166,488.84	\$196,747.80

Note: The above projections are for illustrative purposes only and should not be relied upon as a true projection of your retirement plan. It is assumed, for illustration purposes only, your account will earn at a rate of 6%. The actual growth of your account will depend on the actual performance of the investments you select, how many years you participate in the Plan, and the annual company contributions made on your behalf.

\$0.00

Tuition Assistance is provided to help employees develop and expand their formal education. The agency will pay 100% of tuition costs, not to exceed \$2,500 per calendar year.

\$168.00

Long Term Care is designed to provide care at a home or in a facility when someone needs assistance with activities of daily living or suffers severe cognitive impairment. You will receive the core benefit at no cost and may purchase additional benefits to increase the benefit level.

\$416.00

Long Term Disability is designed to provide continuing income when an employee becomes totally disabled. The benefit provided is 60% of basic monthly earnings to a maximum of \$4,000 per month and begins on the first day following a 90 day elimination period. You will receive this benefit at no cost and are eligible on the first day of the month following 30 days of employment.

\$14,468.60

Total Indirect Pay

\$82,780.00

Total Direct Pay

\$97,248.60

Total Compensation for: Harry Hardworker



Benefits Value and Confirmation Statement



Goodwill-Suncoast also provides its employees the following benefits:

- Section 125 Pre-Tax Plan
- Credit Union
- Direct Deposit
- Employee Assistance Program
- Bereavement Leave
- Military Leave
- Family & Medical Leave

But the rewards of working at Goodwill go beyond a paycheck and benefits. Whatever their job, every Goodwill employee can enjoy the satisfaction of working for an organization that is changing people's lives for the better. There's a sense of family at Goodwill that extends throughout the region we serve.

This summary was prepared by Goodwill-Suncoast and Employee Benefits Communications. The figures shown are estimates only and are based on Goodwill-Suncoast's employee records, Summary Plan Descriptions, Policy Manuals, and other sources of data. All information is as of December 31, 2009 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, 2009 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 the Human Resources Department at the Gandy Center.

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