

## About this Summary

This summary was prepared Matador Distributing and Employee Benefits Communications. The figures shown are estimates only and are based on Matador Distributing 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 Human Resources.

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

### Unemployment Compensation

You 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 occupational 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.

Your local Social Security office can provide you with a free booklet which describes each of the benefits and what you must do to qualify and obtain them. Annually, the Social Security Office provides you with a historical printout of all of your eligible Social Security earnings. This printout will date back to the first year you began working. It will allow you to see if Social Security has properly credited your account each year. 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
Retired couple	\$1,876
Disabled individual	\$1,064
Disabled/spouse and 1 child	\$1,763
Widow(er)	\$1,112
Young widow/two children	\$2,399

## Total Compensation Statement

**Prepared Exclusively For:**  
**Harry Hardworker**

JE25



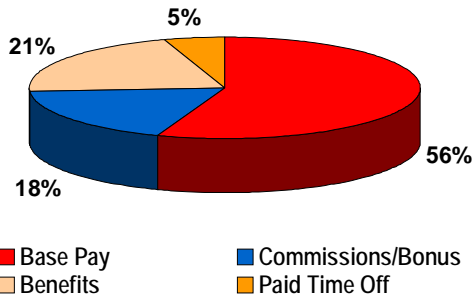
**Matador**  
DISTRIBUTING, LLC

# VALUE...

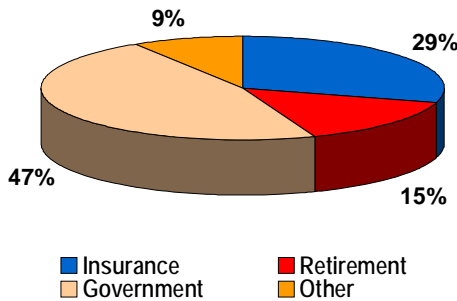
it's an important word at our company because we recognize that our success is based on **value** – the value of our services and the value that we place on our customers, partners and most importantly, our employees. It is because of the value we place on our employees and the value we receive in return that we offer a comprehensive compensation and benefits program. This statement has been prepared to help you better understand the value of your total compensation. It is one way of showing you how much we appreciate your contribution to our success.



*A Snapshot of Your Total Compensation*



*A Snapshot of Your Total Benefits*



## Summary of Paid Time Off

PTO Days:	15
PTO Value:	\$1,682.69
Holidays:	6 days
Holiday Value:	\$673.08

2009 Holidays included: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

## Total Compensation

Compensation <sup>1</sup>	Matador Distributing Contribution
Base Pay	\$29,166.60
Commission / Bonus	\$8,773.75
<b>Compensation Subtotal</b>	<b>\$37,940.35</b>
<b>Employer Paid Benefits<sup>2</sup></b>	
Social Security & Medicare	\$2,902.44
Unemployment	\$316.00
Workers' Compensation	\$1,603.11
Medical Plan	\$2,707.80
Dental Plan	\$276.96
Basic Life and AD&D	\$18.00
Employee Assistance Program	\$12.67
Retirement / 401(k)	\$1,517.55
Cellular Telephone Use	\$761.54
Uniforms	\$157.06
<b>Benefits Subtotal</b>	<b>\$10,273.13</b>
<b>Annual Total Compensation</b>	<b>\$48,213.48</b>

(1) Compensation for the twelve months ended December 31, 2009 per employee's W-2  
 (2) Benefits shown above are based on December 2009 elections annualized

### Medical Insurance

Our records indicate that you have elected Employee + Family coverage in the Medical Plan for 2010.

### Dental Insurance

Our records indicate that you have elected Employee + Family coverage in the Dental Plan.

### Vision Insurance

Our records indicate that you have elected no coverage in the Vision Plan.

### Basic Life and AD&D

Matador Distributing provides all employees with \$15,000 of Basic Life Insurance. If your death is ruled an accident, you are covered for an additional \$15,000 of AD&D insurance.

### Voluntary Life Insurance

Our records indicate that you have elected \$0 of voluntary life insurance on your self, \$0 on your spouse and \$5,000 on your child(ren).

### Voluntary AD&D Insurance

Matador Distributing offers you the ability to purchase additional AD&D coverage. Our records indicate that you have not elected voluntary AD&D coverage in 2010.

### Disability Insurance

Matador Distributing offers its employees voluntary Short and Long Term Disability. Our records indicate you have elected STD and LTD coverage.

*If you have any questions about your compensation or benefits at Matador Distributing, please contact Human Resources.*