

## UCU Pension Plan

The UCU Pension Plan is designed to provide you with a pension benefit at retirement. The plan is funded totally by UCU and includes the following features:

- You become a participant in the plan after completing 1,000 hours and working for 12 consecutive months
- Normal retirement age is 65
- An early retirement is available starting at age 55 with ten years of service

The table below estimates current and projected benefits and the applicable dates:

Feature	Current Accrued benefit	Normal Retirement
Applicable Date	1/1/2005	1/1/ 2025
Annual Benefit	\$6,023.10	\$11,976.42

## Social Security Retirement

Your actual Social Security benefit will be based on your earnings history when you retire. Each year the Social Security Administration automatically sends you your estimated retirement benefit.

## UCU 401(k) Savings Plan

UCU offers eligible employees the opportunity to save money towards retirement on a tax-deferred basis. Once you become eligible, UCU will make a matching contribution of .50 cents for each dollar you contribute up to 5% of your gross salary. Our records indicate that you are currently deferring **10%** per pay period.

## Projected Balances

Based on the assumptions below, with your current deferral of **10%**, your account balance of **\$22,300.00** might grow as follows:

Interest Earnings Rate	Estimated Future Value		
	In 10 Years	In 20 Years	At Age 65
6%	\$86,543.89	\$222,263.19	\$426,653.02
8%	\$98,563.92	\$288,128.26	\$627,458.04

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, that your earnings, contribution level and company contribution remain fixed.

## 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 12/31/04, unless otherwise noted. 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.

Prepared Exclusively For:  
**Harry Hardworker**  
**123 This Street**  
**Thattown, US 99999**



*your retirement plan*

Your Logo in Color



# Your Personal Compensation & Benefits Statement

We appreciate your contributions to the success of the Universal Credit Union Team.

Universal Credit Union has designed this statement to outline your total compensation package provided for the past year.

This statement briefly outlines the current benefits that are provided by our Credit Union along with their costs.

Please take time and look this information over carefully. Should you discover any discrepancies, or if you need help in understanding its contents, please contact the Human Resources Department.

Sincerely,

I.M. DeBoss  
President

Special Letter to Your Employees

Personalized for Each Employee

Prepared Exclusively For:

**Harry Hardworker**

# total compensation



**Customized to Summarize  
Your Company's Benefits**

health care, disability  
& survivor benefits

**This statement has been prepared especially for you**

as of September 30, 2004 and based on the following information:

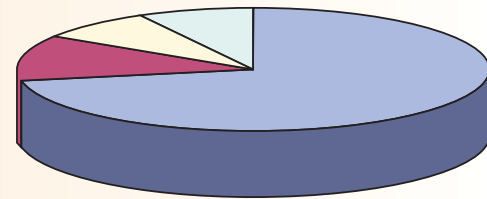
Name: **Harry T. Hardworker** Your Start Date: **09/09/99**  
 Social Security #: **999-99-9999** Your Birth Date: **09/09/55**

Your benefits are an extremely valuable part of your total compensation. You and your family enjoy the protection and security of the comprehensive benefits made available by Universal Credit Union. Your benefit plan protects you from financial hardships that could result from serious illness, injury or loss of life. Key elements of your compensation are summarized in this statement.

	UCU Cost	Your Contribution
Your estimated Base Salary . . . . .	\$ 29,038.72	\$ 0.00
(includes Paid Time Off of \$2,913.92)		
Estimated value of UCU benefits provided to you:		
Medical . . . . .	6,903.91	2,307.50
Dental . . . . .	156.53	216.06
LTD Disability . . . . .	229.92	0.00
STD Disability . . . . .	196.08	0.00
Basic Life Insurance . . . . .	56.43	0.00
Pension Costs . . . . .	888.24	0.00
Social Security . . . . .	1,998.55	1,998.55
Workers Comp & Unemployment . . . . .	480.31	0.00
Special Events & Functions . . . . .	50.00	0.00
<b>Total Value of Benefits . . . . .</b>	<b>\$ 10,959.97</b>	<b>\$ 4,522.11</b>
<b>Total Compensation . . . . .</b>	<b>\$ 39,998.69</b>	

**A Real Eye-Opener**

**Summary of Benefits**



● Base Pay	\$ 29,038.72
○ Required Benefit Programs	3,038.59
○ Retirement and Savings	2,513.00
● Medical, Disability and Life	4,737.51

**Additional Benefits**

- Paid Time Off: Includes holidays, sick leave, vacation, and personal time off.
- Funeral Leave: Up to three days for death in the immediate family.
- Jury Duty Leave
- Flexible Spending Plan: Pretax amounts for medical expenses (not covered by insurance) and dependent day care expenses. Your weekly deductions are \$30.00 for medical and \$40.00 for dependent care.
- Employee Assistance Program
- Tuition Reimbursement
- Cafeteria Discount
- Automated Check Deposit

**Disability Benefits**

**Short Term Disability**

You may receive a short-term weekly income benefit if you have been out of work for 4 consecutive days due to injury or illness. The amount you are eligible for is 50% of your base weekly earnings up to \$750 per week. This benefit is payable for a maximum of 8 weeks for injury or illness based on a normal work week. Your estimated short-term weekly benefit would be \$ 251.20.

**Long Term Disability**

In the event of a long-term disability, your plan provides you with 50% of your base salary up to the maximum benefit allowed under your plan until you reach age 65 (adjusted for ADA) or are no longer disabled. Based on your salary, your estimated monthly benefit would be \$ 1,088.54.

**Survivor Benefits**

The following benefits to your designated beneficiaries by Universal Credit Union Group Insurance Plan while you are a UCU employee:

- Basic Life Insurance Benefits of \$ 47,000
- If your death results from an accident, an additional benefit of \$ 47,000
- Balance in your UCU Employee Stock Ownership and 401(k) plan \$ 168,000

Social Security may provide a monthly benefit for your dependents. Dependant children under the age of 18 are eligible for a benefit and if your dependent spouse has dependent children under the age of 16 or is 60 or older he/she would receive a benefit. The Social Security Administration mails out to each employee an annual statement showing his or her benefits.

**Medical Benefits**

UCU provides the following medical benefits for you and your enrolled dependents after satisfying a \$200 individual or \$600 family deductible per calendar year. The plan pays 90% of the usual customary and reasonable covered medical expenses in the PPO network, in the calendar year, up to \$2,000. Then, 100% of UCU thereafter.

Service	Preferred Provider	Non-Preferred Provider
Inpatient hospital and outpatient surgery	90%	70%
Well Child Care and immunizations (no deductible)	100%	100%
Pre-cancer screening (Employee & spouse, no deductible)	100%	100%
Routine physical exams (up to \$250, no deductible)	1 exam every 3 years	1 exam annually
Physician services	\$10 copay, then 100%	70%
Prescription drugs (\$3 generic, \$10 brand name)	All participating pharmacies	

**Dental Benefits**

The following dental benefits are provided after satisfying a \$50 individual or \$150 family deductible per calendar year:

Type of Service:

- Preventive Dental (no deductible) . . . . . 100% usual customary and reasonable charges
- Basic Dental . . . . . 80% usual customary and reasonable charges
- Major Dental) . . . . . 50% usual customary and reasonable charges
- Orthodontic . . . . . 100% usual customary and reasonable charges