

# riverton enterprises

Dear Jennifer,

This 2007 Total Compensation Statement is a brief outline of your projected earnings and company provided benefits as of January 1, 2007. It is our way of showing you how much we appreciate your contribution to the success of Riverton Enterprises. Should you have any questions regarding this report, please contact the Human Resources Department.

Sincerely,

*Gary Riverton*  
Gary Riverton, President

## YOUR PERSONAL SUMMARY

<b>Total Compensation</b>	\$55,500.00
Cash Comp: \$55,500	
Benefits: \$15,051	
<b>Total Benefits Cost</b>	\$4,486
Riverton: \$15,051	
You: \$4,486	

<b>Cash Compensation</b>	\$45,000.00
Estimated Base Salary	1,500.00
Projected Overtime	7,500.00
Projected Commission	1,500.00
Bonus (2007)	1,500.00
<b>Total Cash Compensation</b>	<b>\$55,500.00</b>

Benefits	Your Share	Riverton's Share
Health Insurance	\$800.00	\$6,000.00
Dental Insurance	15.00	400.00
Vision Insurance	0.00	50.00
Basic Life and AD&D	150.00	1,000.00
Supplemental Life	0.00	0.00
Long Term Disability	3,441.00	2,500.00
401(k) Match	0.00	1,200.00
Social Security & Medicare	0.00	3,441.00
State Unemployment	0.00	336.00
Federal Unemployment	0.00	56.00
Workers' Compensation	0.00	68.15
<b>Total Benefits Value</b>	<b>\$4,486.00</b>	<b>\$15,051.15</b>
<b>Total Cash Compensation</b>		<b>\$55,500.00</b>
<b>Total Compensation</b>		<b>\$70,551.15</b>

## COMPREHENSIVE HEALTH

You have elected to participate in our Comprehensive Health and Welfare Plan this year. You have elected coverage for your entire family through the Acme Health Plan. Dental benefits are provided through the Del Danno Insurance Company. Vision care benefits are paid up to \$50 for an eye exam every 12 months and up to \$200 for lenses and frames every 24 months.

## LIFE and AD&D

Life and AD&D insurance coverage provides financial protection for you and your family in the event of an accident or death. All eligible employees are covered by basic life and AD&D insurance, paid by Riverton Enterprises, with a benefit equal to three times (3x) your annual earnings up to a maximum of \$1,000,000. The value of your basic life insurance is **\$100,000**. The value of your AD&D benefit is **\$100,000**.

The Company offers additional life insurance coverage for you, your spouse and/or dependents, at your cost. The following lists your current supplemental coverages:

- Employee Life Benefit: \$100,000**
- Spouse Life Benefit: \$25,000**
- Dependent Life Benefit: \$10,000**

## SHORT-TERM DISABILITY and LONG-TERM DISABILITY

Short-Term Disability (STD) benefits are provided to help offset loss of income that results from an accidental injury or illness. Benefits begin on the 8th day of disability and are paid up to 13 weeks. Your short-term disability benefit is **\$649** (75% of your base salary, up to \$2,000) per week.

Long-Term Disability (LTD) insurance is also provided to eligible employees. This coverage will provide you with **\$2,250** (60% of your base salary, up to \$7,000) per month, beginning 14 weeks after the onset of your disability.

## 401(k) PROFIT SHARING and RETIREMENT PLAN

Riverton offers a 401(k) account to help you prepare for retirement. During 2007, you can contribute up to \$15,500. Riverton will match 70% of your contribution not exceeding the IRS limit of \$15,500. Riverton also makes discretionary contributions based on the profitability of the company. Riverton also makes discretionary contributions based on the profitability of the company. Riverton also makes discretionary contributions based on the profitability of the company. Riverton also makes discretionary contributions based on the profitability of the company. Riverton also makes discretionary contributions based on the profitability of the company.

## PAID TIME-OFF

Riverton Enterprises recognizes the importance of paid time-off (PTO) for rest and relaxation. Employees will accrue approximately **25** days of PTO annually with an approximate value of **\$4,500**.

## OTHER BENEFITS

- Flexible Spending Accounts
- Employee Assistance Program
- Free Checking at World Bank
- On-site Child Care
- Direct Deposit
- Service Awards
- Discount Ticket
- Family Medical
- Cellular Phone

Statement  
of Total  
Compensation  
2007

YOUR PERSONAL  
STATEMENT  
OF TOTAL  
COMPENSATION

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## SOCIAL SECURITY

Each year you pay a percentage of your earnings into a fund for the event of your death. In addition, these funds provide for your family. Your local Social Security Administration office gives you the opportunity to see if your account has the many benefits and how to obtain them.

Every year the Social Security Administration sends a summary of the estimated benefits you and your family are entitled to. This summary report is a helpful document. You need help in understanding its contents, please contact your local Social Security Administration office for details.

## UNEMPLOYMENT INSURANCE

You are covered with unemployment insurance which provides off from work for reasons other than misconduct. If you qualify for coverage, your income subsidy will be paid for a period of waiting for benefits is extended.

## WORKERS' COMPENSATION

You are covered with workers' compensation insurance which provides results in death, your family will receive survivor's benefits. Spouses and children will receive a lump sum for a job related disease. Riverton's insurance carrier will pay for all reasonable and necessary medical expenses. Workers' compensation claims vary between states. Consult your state workers' compensation claims information.

Your fringe benefits contribute greatly to your annual income. To help you better understand the value of your benefits in this report, please note that errors do occur. This report is only a summary. The actual details are in your plan documents. We hope this report will be helpful to you.

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