

Sample Employee
 1234567
 1234 Anywhere Lane, Somewhereville Province A1B 2C3

Your Total Compensation Statement for 2011



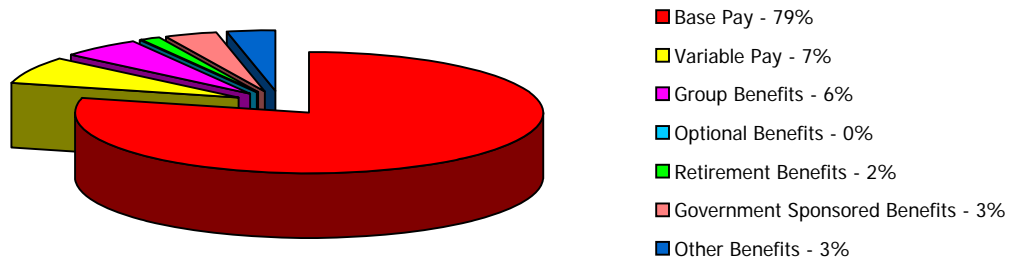
At ABC Company, we value your contribution to our success. Our goal is to provide a total compensation package that goes beyond your paycheque. We offer you rewards that help you plan and provide for your, and your family's, physical and financial security.

Your 2011 total compensation statement is meant to show you a snapshot of the investment ABC Company makes in exchange for the work you do to help us achieve our goals. It showcases your 2011 base pay, variable pay, group benefits, retirement savings plans and government sponsored benefits. Although this statement focuses on the financial aspects of your rewards at ABC Company, we encourage you to take full advantage of those rewards that are harder to quantify such as our career development and learning programs.

I encourage you to take the time to review your statement carefully and to keep it for your records. And thank you for the role you play in making ABC Company a success.

As of December 31, 2010	ABC Company Contributes	You Contribute
Base Pay <small>Gross pay, holidays and vacation, overtime</small>	\$55,000	
Variable Pay <small>Bonus</small>	\$5,000	
Group Benefits <small>Life, AD&D, Short and Long Term Disability, Health, Dental</small>	\$3,850	\$250
Optional Benefits <small>Optional Life, Optional AD&D</small>		\$0
Retirement Benefits <small>GRRSP, DPSP</small>	\$1,100	\$0
Government Sponsored Benefits <small>C/QPP, EI, Workers' Compensation, Provincial Health Plan</small>	\$2,350	\$0
Other Benefits <small>EAP</small>	\$2,400	\$0

Your Total 2011 Compensation **\$69,700**



Your Total Compensation

Base and Variable Pay

Your cash compensation includes not only your base salary, but also annual bonuses, commission, overtime pay [exclude those that do not apply], statutory holiday and vacation pay. In addition, your annual vacation entitlement varies depending on your years of service.

Group Benefits - Life and AD&D Insurance

Life insurance helps provide financial protection to your beneficiary if you die [or to you if your covered dependent – if applicable] by paying a lump sum amount to your beneficiary. Accident insurance also provides a lump sum payment to your beneficiary in the event that you die or are seriously injured (i.e., loss of limbs, sight, hearing or mobility) as the result of an accident.

- Disability Insurance

The sick leave/short term disability/weekly indemnity [choose whichever is applicable, otherwise remove] and long term disability plans provide a certain level of financial protection if you are unable to earn a living because of a disability resulting from an accident or illness. More specifically, the short term disability plan provides you with up to XX% of your weekly earnings to a weekly maximum of XXX which [is / is not] taxable upon receipt. Your long term disability plan provides you with XX% of your monthly earnings to a monthly maximum of XXX which [is / is not] taxable upon receipt and will continue to as long as you qualify under the plan but not beyond age XX.

- Extended Health and/or Dental

ABC Company provides you with extended health benefits that supplement coverage available through the provincial health care plan. Items that may be included under your extended health plan are prescription drugs, semi-private or private hospital stays, medical equipment and supplies, paramedical practitioners (e.g. massage therapy, etc.), vision care and/or out-of-country emergency medical coverage. As for dental, ABC Company provides a plan that reimburses you and your family for services that help maintain and restore healthy teeth and gums.

Optional Benefits

You also have the option to purchase additional life and/or accident insurance for you or your eligible dependents at your own cost. Prior to obtaining this coverage, you will need to provide medical evidence, for optional life insurance coverage in particular. Please speak to your HR Administrator for more information on purchasing optional benefits.

Retirement Benefits

You can build your retirement fund in a tax-effective way by contributing to the Group RRSP program offered through the company. You can elect to contribute up to XX% of your base salary [add bonuses, overtime or commission as applicable] and ABC Company will contribute an additional XX% on your behalf. These contributions will be invested in funds you choose from among the available options.

Government Sponsored Benefits

There are a number of government sponsored benefit and pension programs available for which ABC Company makes contributions on your behalf. These include but are not limited to: Canada/Quebec Pension Plan, Workers' Compensation, Employment Insurance and provincial health and/or prescription drug coverage.

Other Benefits

Your overall compensation package extends beyond the traditional benefits. At ABC, you also have access to many other programs [select from list]:

Employee Assistance Plan, Employer Referral Plan, Education Assistance Plan, Matching Charitable Donations, Leave of Absence Policies, Parking and Transit Subsidies, Tuition Reimbursement and other Training/Professional Development Activities, Business Travel Accident Insurance, Car Allowance, Uniforms/Attire Allowance, Mileage Reimbursement Program, Cell Phone/Blackberry Sponsorship Program, Fitness Club Memberships, Relocation Benefit, Computer Purchase Program, Service and Recognition Awards

This statement provides a summary of compensation and benefits available to you based on your information as of [effective date]. All benefit plans and programs discussed in this statement are governed by their respective policies and plan documents and, in the event of any discrepancy between this statement and those policies and plan documents, the policies and plan documents will govern. Your eligibility to participate in those plans and programs is subject to the terms of those plans and programs, including any underlying policy documents. ABC Company reserves the right to amend, modify or terminate, in whole or in part, any benefit plan or program referred to in this statement at any time.

This statement does not guarantee employment or any amount of direct or indirect compensation. Every effort has been made to provide accurate information in this statement. Please review this statement carefully and communicate any errors or other discrepancies to your HR Department.