

Merlin L Fagan  
7900 F Bailey Cv Rd  
Huntsville, AL 35802

Dear Merlin,

At HarvestHCM, we realize that you are our most valuable resource. As part of the company's commitment to you, HarvestHCM offers competitive compensation and a comprehensive package of affordable benefits.

Your pay is only part of your total compensation package. Health and dental care, life, disability and retirement benefits enhance your Total Rewards package. HarvestHCM's dedication to wellness has also been captured in this year's statement by highlighting contributions made by HarvestHCM. To fully explain the value of these benefits, we are pleased to provide you with this Total Rewards Statement. We hope you find it educational and informative. If there is a specific benefit that you would like to discuss in detail, please do not hesitate to contact the Benefits Department at 1-800-123-4567 ext. 12345.

Thank you for helping make our organization great.

Sincerely,



Gene Moore  
President and CEO

**TOTAL REWARDS STATEMENT**  
(as of 12/31/2010)



**Annual Compensation**

Actual Earnings	\$97,654.14
Awards & Recognition (includes Incentive, Service Anniversary, Holiday Bonus, etc.)	\$0.00
Tuition Reimbursement	\$0.00
HSA Employer Contribution	\$0.00

**Total Annual Compensation** **\$97,654.14**

Health Care Benefits	Plan	Coverage	Annual Your Cost	Annual Cost
Health	Preferred PPO	Associate Only	\$912.00	\$5,196.00
Dental	Met Preferred PDP	Associate Only	\$168.00	\$252.00
Vision	VSP	Associate Only	\$151.00	\$0.00
Health Care Flexible Spending Account Contribution			\$0.00	\$0.00

**Income Protection Benefits**

Voluntary Short-Term Disability	N/A		\$0.00	\$0.00
Long-Term Disability	60% of earnings		\$0.00	\$1,083.96
Unemployment and Workers Compensation - Average Cost			\$0.00	\$441.00

**Survivor Benefits**

Non-Contributory Group Term Life	\$100,000.00		\$0.00	\$1,404.00
Contributory Group Term Life	\$0.00		\$0.00	\$0.00
Business Travel Accident			\$0.00	\$5.00

**Retirement Benefits**

401(k) Retirement Savings Plan (includes Associate Deferrals and Catch-up Contributions)		\$0.00	\$0.00
Pension Plan Administrative Costs		\$0.00	\$4,257.72
Social Security		\$6,177.00	\$6,177.00
Medicare		\$1,444.00	\$1,444.00

**Other Valuable Benefits**

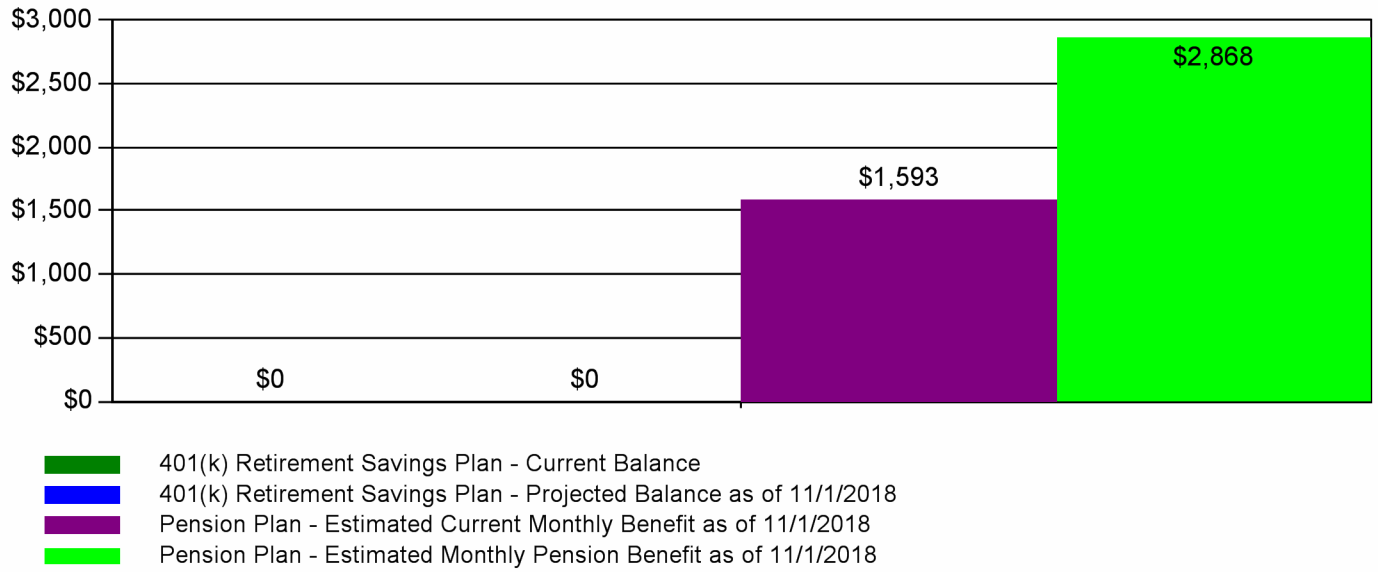
Dependent Care Flexible Spending Account		\$0.00	\$0.00
Employee Assistance Program		\$0.00	\$19.50
Legal		\$0.00	\$0.00

**Total Benefits Cost** **\$8,852.00** **\$20,280.18**

**TOTAL REWARDS** **\$117,934.32**

Employee #: 010926

### Current and Projected Retirement Benefits



Employee #: 010926

<b>Year</b>	<b>Actual Earnings</b>	<b>Earnings Adjusted for CPI</b>
1997	\$12,490.00	\$16,916.61
1998	\$40,684.00	\$54,272.94
1999	\$56,148.00	\$73,000.20
2000	\$53,505.00	\$67,242.91
2001	\$60,002.00	\$74,017.15
2002	\$58,736.00	\$70,881.19
2003	\$87,904.00	\$104,237.89
2004	\$58,903.00	\$67,467.71
2005	\$45,076.00	\$49,903.40
2006	\$44,638.00	\$48,468.76
2007	\$53,680.00	\$55,879.72
2008	\$98,331.00	\$101,282.63
2009	\$113,310.00	\$114,603.97
2010	\$97,654.00	\$97,654.00
Total	\$881,061.00	\$995,829.08