



Your Total Compensation Statement

James: Operating Staff, 37.5 hours/week employee earning \$20,368.80

James began working at the University over 3 years ago. He is married and working in an Operating Staff position. He elected HMO medical and basic option dental coverage for employee and spouse, 1.5 times his base salary for life insurance and 60% long-term disability insurance. He is making the standard contribution level of 6% to retirement and receives the University contribution of 10% plus the additional retirement contribution (ARC) of 1%. James is also taking one four-credit course this semester.

James receives \$16,479.78 in benefits paid for by USNH. That is 81% of his \$20,368.80 salary. His total compensation is \$36,848.58.

Your estimated 2008 total compensation is:	\$36,848.58
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Annualized Salary	\$20,368.80
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My Paid Time Off (included in Annualized Pay)

Holidays	11 paid	\$ 858.44
Earned Time	24 days	\$1872.96

Your Annualized Benefits	Your Contribution	USNH Contribution
Social Security OASI	1,420.84	1,420.84
Medicare (FICA)	332.29	332.29
Harvard Pilgrim HMO 2P	1,503.24	10,590.48
Delta Dental B 2P	254.76	294.12
Life Insurance/AD&D 1.5 times	0.00	43.89
Long Term Disability 60%	0.00	121.17
403(b) Retirement Plan	1,204.98	2,208.99
Tuition Benefit Plan (one 4 credit course)	0.00	1,468.00
Total Benefits Contributions	4,716.11	16,479.78

Other Benefits

- Workers Compensation
- Unemployment Insurance
- Employee Assistance Program (EAP)
- Embrace Life Fully (ELF)
- 457(b) Deferred Compensation Plan
- Flexible Spending Accounts

Voluntary Offerings

- Supplemental Life Insurance
- AD&D Insurance
- Short Term Disability
- Savings Bond Program

Your compensation is based on your benefits elections and employment status as of January 1, 2008. Social Security OASI and Medicare (FICA) are year to date totals as of December 31, 2007. Reasonable measures have been taken to make sure this statement is accurate, but it is not a guarantee of benefits or compensation.