

YOUR TOTAL *Riverton* COMPENSATION

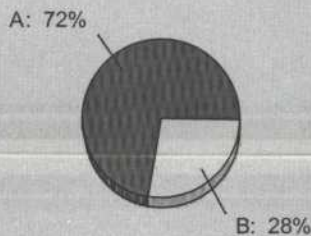
Dear Frank:

This benefit statement is a brief outline of your company-provided benefits. It is our way of showing you how much we appreciate your contribution to the success of Riverton Industries. Should you have any questions regarding this report, please call Human Resources.

Sincerely, Gary Riverton

SUMMARY OF BENEFIT COSTS

<u>BENEFIT</u>	<u>EMPLOYER COST</u>	<u>EMPLOYEE COST</u>
Medical Premium	\$ 2,808.20	\$ 600.00
Life Premium	389.76	0.00
Bonus Amount	1,000.00	0.00
Uniform Expense	319.80	0.00
Parking Expense	600.00	0.00
Profit Sharing Contribution	1,925.30	0.00
401(k) Contribution	600.00	1,200.00
FICA Tax	2,233.80	2,233.80
Federal Unemployment	56.00	0.00
State Unemployment	157.50	0.00
Workers' Compensation	63.00	0.00
Total Benefits Cost	\$ 10,153.36	\$ 4,033.80
Annual Income	30,000.00	
Actual Realized Income	\$ 40,153.36	



Benefits Costs

Your Total Benefits Package equals an additional 33.84% of your annual salary.

HEALTH INSURANCE

You are eligible to receive health care through approved facilities and member practitioners of the Bankers American Health Maintenance Organization. Covered services include: hospital room and board; outpatient services; preventive services; children's vision and hearing tests; and generic prescription drug discounts.

DENTAL INSURANCE

Dental care benefits are paid up to the scheduled allowances found in your Group Dental Plan Booklet. Covered treatment includes routine exams, dental x-rays, fluoride treatments, and oral surgery.

LIFE INSURANCE

In the event of your death, your beneficiary will receive \$45,000. If your death is a result of an accidental injury, your beneficiary will receive an additional \$45,000.

PROFIT SHARING

The Profit Sharing Plan is company-funded, and is based on annual profits. Riverton Company's contribution to your account this year is \$1,925.30.

401(k) PLAN

You may make basic contributions to the Riverton Industries 401(k) Plan of up to 6% of your salary. The company will match your contribution up to 50%.

MISCELLANEOUS BENEFITS

A - Employer Paid

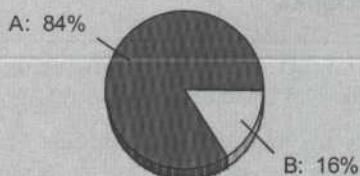
B - Employee Paid

15 Paid Vacation Days

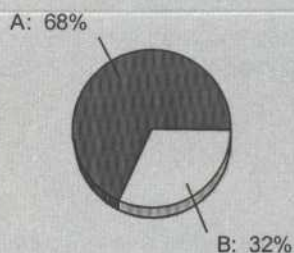
10 Paid Sick Days

10 Paid Holidays

Bereavement Leave



Insurance Costs



Retirement Costs