

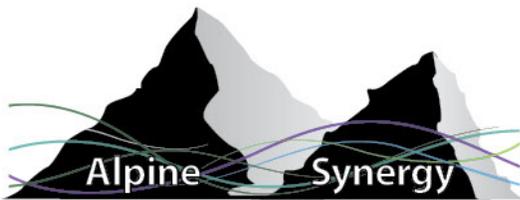
Your Benefits & Compensation | 2012



Portfolio Format


Let's talk ...
800.865.4485
or
Info@myBenefitStatements.com

Joyce Sample


Alpine Synergy
moving mountains for you

Dear Joyce,

I know that we all have a general understanding that the Company provides many benefits that don't show up in our paycheck. The fact is, however, that these benefits (sometimes referred to as the "hidden paycheck") make an extremely significant and positive contribution to our financial well-being and overall life style. In a very real sense, our total compensation package includes not only our pay, but the value of our benefits as well.

This benefit statement has been developed in an effort to explain and quantify the impact of these benefits and to show you the total reward you are receiving for your efforts. We encourage you to study this information carefully, review it with your families and to contact Human Resources should you have any questions.

Our employees are the heart of our business. Your efforts have helped create an organization that is becoming recognized as one of the best in the industry. You make great products, provide great service and always do whatever is necessary to make sure that our customers have what they need, when they need it. We are glad you are with us, appreciate your contributions and hope that you will find this statement to be helpful and informative.

Sincerely,
Vice President for Human Resources

My Total Compensation

My Current Annualized Pay* **\$73,000**

My Paid Leave** **\$6,458**
(included in Pay)

Holidays (7 days)	\$1,965
Floating Holiday (1 days)	\$281
Vacation (10 days)	\$2,808
Sick Leave (5 days)	\$1,404

My Current Annualized Benefits

	My Contribution	Alpine Synergy Contribution
Medical Insurance	\$4,189	\$6,742
Dental Insurance	\$343	\$515
Vision Insurance	\$263	-
Medical FSA	\$1,000	-
Dependent Care FSA	\$1,100	-
Life and AD&D Insurance	\$279	\$72
Long-term Disability Insurance (LTD)	-	\$66
Short-term Disability Insurance (STD)	-	\$182
401(k) Retirement Contribution	\$730	\$1,095
Equipment Allowance	-	\$715
Parking/Transportation	-	\$1,200
Flexible Spending Account (FSA) Admin. Fee	-	\$70
Social Security & Medicare (FICA)	\$3,735	\$5,057
Federal Unemployment Insurance	-	\$56
Workers' Compensation Insurance	-	\$124

My Current Annualized Benefits	My Contribution	Alpine Synergy Contribution
Total	\$11,639	\$15,894

My Current Annualized Total Compensation: **\$88,894**

*My Current Annualized Pay and Benefits represents current pay and cost of benefits as of June 1, 2012, calculated to show a year's worth of compensation.

**My Paid Leave represents the days off to which you are entitled in the next 12 months based on your hire date of February 14, 2009.

My Paid Leave + Other Benefits = 25% of My Total Compensation

Wellness for Life!

We are committed to an ever evolving culture of wellness for our Alpine family. We hope to accomplish this by empowering employees with the education, tools and resources necessary to enable all of us to make sound decisions in regards to our health and to take responsibility for our personal well-being.

We are excited to announce our comprehensive Wellness for Life program **beginning September 1st, 2012**. Our Wellness for Life program includes:

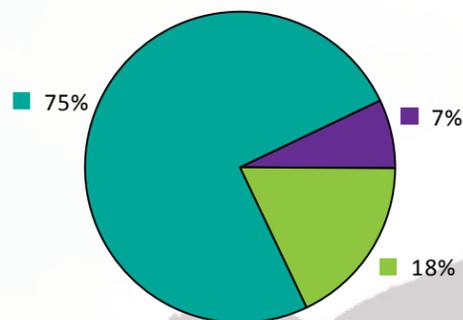
- **Biometric Screening** - This is the first step in knowing your numbers such as cholesterol, blood pressure, blood glucose, etc. Once you know your numbers you will have a baseline regarding your health. This will help you determine in which areas you are succeeding and which areas need improvement.

- **Wellness Employee Portal** - A secure, confidential personalized web portal that will house your numbers. This personalized site gives you practical know-how to embrace the principles of prevention, risk reduction and early detection. **You will also receive individually-tailored recommended action steps to help you stay on track and achieve your wellness goals.**

- **Smoking Cessation** - The Wellness for Life program offers a robust smoking cessation program to help you kick the habit once and for all.

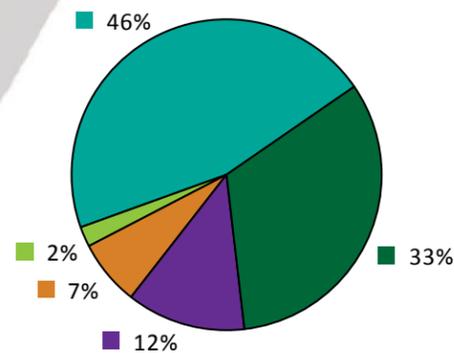
Please watch for more information regarding the Wellness for Life program in the next several weeks!

Total Compensation Comparison



■ Paid Leave - \$6,458
■ Pay (minus Paid Leave) - \$66,542
■ Other Benefits - \$15,894

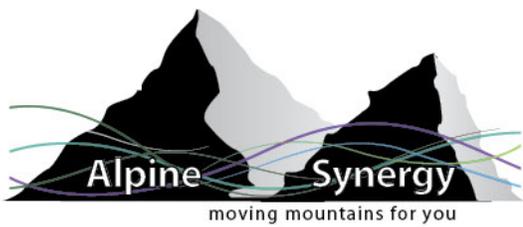
Alpine's Contributions to My Benefits



■ Medical & Dental - \$7,257
■ Life, LTD & STD - \$320
■ 401(k) Match - \$1,095
■ Other Benefits - \$1,985
■ Gov't Mandated - \$5,237

Your Total Compensation Statement is based on your base pay, benefit elections and employment status as of June 1, 2012, unless otherwise noted. Figures have been rounded and may not be exact. Reasonable measures have been taken to ensure that this statement is an accurate representation of your pay and benefits. It is not a guarantee of future benefits and compensation. In case of any conflict or omission the legal plan documents will prevail.

Retirement Planning...

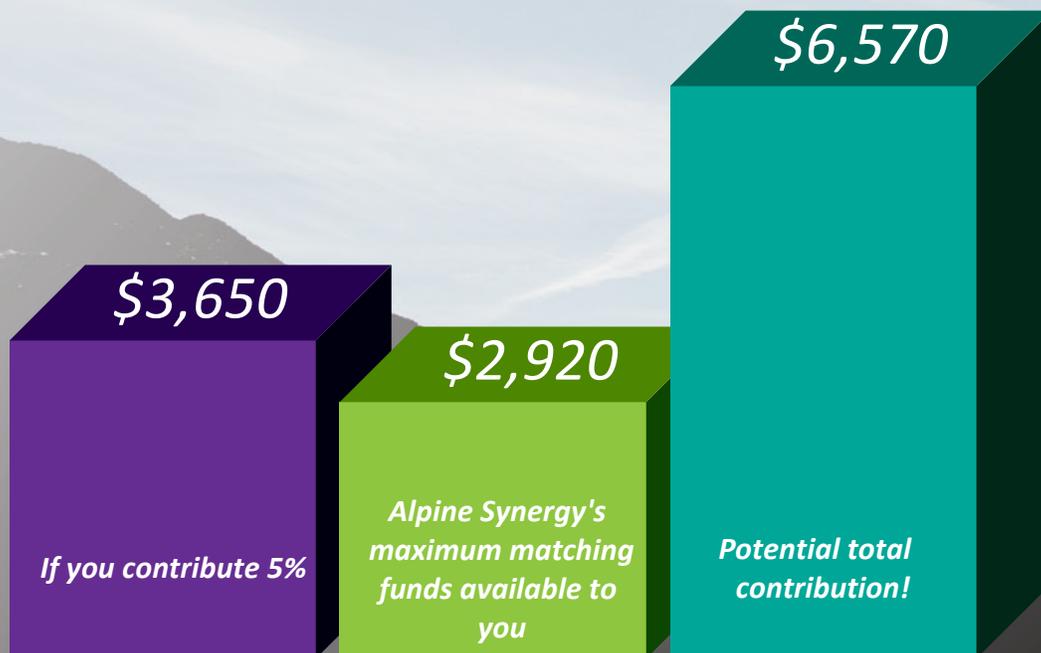


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PERSONAL & CONFIDENTIAL

Joyce Sample
222 East Drive
Village, CO 55555

Employees are eligible to participate in the 401(k) plan after 12 months of service. Alpine Synergy offers a guaranteed match of 100% of employee contributions up to 3% of total pay and 50% of contributions up to the next 2% of total pay. The match is completed annually.

Are You Maximizing Your Retirement Benefit?



(Note: The cap for your pretax 401(k) contribution is 17,000 for 2012, or \$22,500 if you are at least 50 years old.)