



2012

TOTAL COMPENSATION STATEMENT

prepared especially for
James Sample



Portfolio Format

myBENEFIT STATEMENTS.com

Let's talk ...
800.865.4485

or
Info@myBenefitStatements.com

Dear Jim,

Within every successful organization, you will find a committed team of individuals and we realize that every member of our team has different career goals and motivations for working here. We also recognize that in these tough economic times, it is even more important for each of us to become conscious of the "hidden paycheck" that is the full value of the compensation we receive at Gevo®.

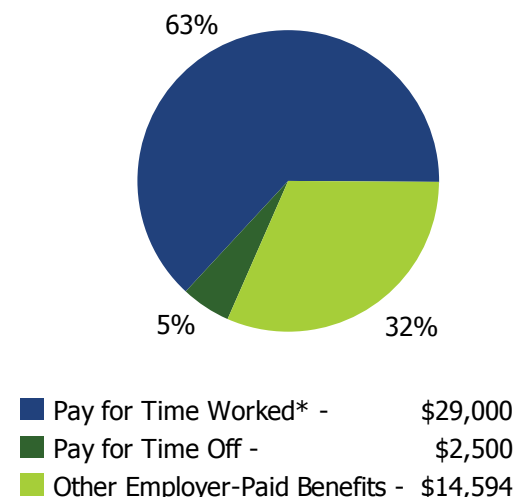
This total compensation statement is designed to help you understand the total value of your annual compensation. In addition to offering competitive pay, Gevo® strives to provide its team members with comprehensive benefits aimed at fostering a positive work/life balance. Total compensation includes not only the wages you receive in your paycheck, but additional benefits such as health, vision and dental insurance; 401(k) match; Life, AD&D, STD and LTD insurance; and paid time off.

In preparing this personalized benefits statement, we have made every effort to assure that the information contained within is as accurate as possible. It is based on your benefit elections and employment status, from January 1, 2011 to December 31, 2011. Figures have been rounded and may not be exact. This is not a guarantee of future compensation. In case of any conflict or omission, the legal plan documents will prevail. If you have any questions or wish to discuss any aspect of this statement in more detail, please contact the human resources team.

Thank you to each of you for everything you do here at Gevo®.

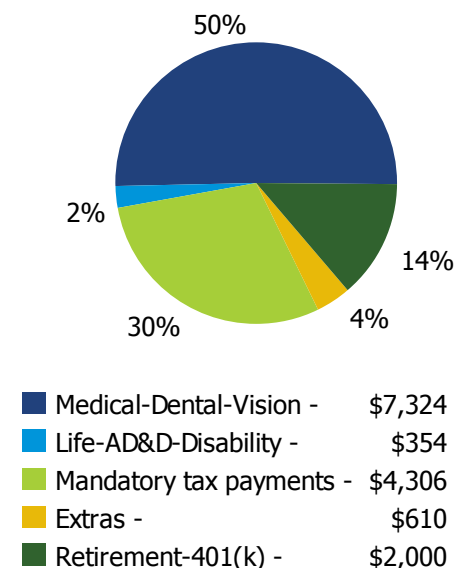
Vice President of Human Resources

TOTAL COMPENSATION COMPARISON



*Pay for Time Worked = Annualized Pay minus Pay for Time Off

BENEFITS COSTS



MY TOTAL COMPENSATION

My Annualized Pay	\$31,500
Salary/Wages	30,000
Overtime Pay	500
Bonus Payout	1,000

My Pay for Time Off	\$2,500
<i>(included in Annualized Pay)</i>	
Holidays (9 days)	1,000
Floating Holiday (1 day)	100
Sick (2 days)	200
Vacation (10 days allowed)	1,200

	Gevo™ Contributions
My Other Annualized Benefits	\$14,594
Medical Insurance	6,781
Dental Insurance	396
Vision Insurance	147
Long-term Disability Insurance	119
Short-term Disability Insurance	135
Life and AD&D Insurance	100
401(k) Plan	2,000
Extras	500

My Annualized Total Compensation **\$46,094**

My Pay for Time Off + Other Benefits = 37% of my Total Compensation.

My Total Compensation Definitions...

- Your **Annual Pay** represents your annual income from January 1, 2011 to December 31, 2011.
- Your **Paid Time Off** is based on how many days you earned from in 2011, either from January 1st or from your hire date in 2011, through December 31, 2011. It includes all available paid time off including vacation, personal days, floating holidays and holidays.
- **Gevo® 401(k) Plan:** After working one full calendar quarter, you are eligible to contribute either a flat rate amount or a percentage of your paycheck to an established 401(k) account held with our administrator, Boulder Pension Services. Gevo® will match 100% on the first 5% of the employee contribution. While there is no minimum contribution amount, if you do not enroll, automatic enrollment at 6% of your pay is established.
- **Gevo® Insurance Benefits Calculation:** Benefits Insurance amounts were calculated using your *December 2011* status, and does not take into account any status changes that occurred throughout the year (marriage, birth of a child, etc.). The benefit calculation was prorated based on the number of months you had coverage during 2011.
- **Medical & Vision Insurance:** Effective April 1, 2009, Gevo® made available to its employees the Anthem Blue Cross/Blue Shield Medical Premier \$15 PPO Co-Pay and Blue View Plus Vision Insurance, which are nationwide plans. This insurance is available to all Gevo® employees and their eligible dependents. This plan includes a \$0 deductible for in-network providers and a \$500 (individual)/\$1000 (family) out of network deductible. Gevo® pays 100% of the insurance premiums.
- **Dental Insurance:** Gevo® provides dental insurance through MetLife Dental, and pays 100% of the premium. This coverage has a \$25 deductible (individuals) and \$75 deductible (family).
- **Life Insurance and AD&D** is provided through Unum and is based on your estimated annualized base salary/wages. Gevo® pays 100% of this benefit for the employee. Gevo® also offers a supplemental Life and AD&D insurance plan to you, your spouse and your eligible dependents through Unum, which the employee is responsible to pay for.
- **Short Term Disability** is a benefit paid to you on the eighth day after an accident or illness. This benefit pays out at 66 and 2/3 % of your salary and Gevo® funds this 100%.
- **Long Term Disability** is a benefit paid to you if you become disabled beyond 26 weeks, and covers 66 and 2/3 % of your salary. This is a benefit that Gevo® pays for 100%.
- **Flexible Spending Accounts** provide employees the opportunity to set aside money from your paycheck on a pre-tax basis. The Medical Spending Account reimburses you for health care expenses not covered or only partly covered by your medical and dental plans such as deductibles, co-pays, and other qualified expenses. The Dependent Care Account reimburses you for dependent daycare expenses you incur while you (or you and your spouse) work. When you use these accounts, you reduce your taxable income and pay less in Federal, State and Social Security taxes. Gevo® pays a flat rate per month for administration of the plan. If you are a participant and would like more information on online claim submission, claim and direct deposit forms, eligible expenses, spouse card requests, to access your FSA account and for general information, please refer to www.discoverybenefits.com.
- **Extras:** This section covers any relocation expenses the company incurred as well as the taxes paid on these amounts.
- **Employee Assistance Program:** The Employee Assistance Program is provided free of charge to all employees and provides confidential counseling services at times when you and your eligible dependents are faced with difficulties in life. The plans are run through Unum and ADP.
- **Worldwide Emergency Travel Assistance Program:** This program is provided to all of our employees, as a part of UNUM, and offers travel protection in case of emergencies. Some of the protection it includes, whether you are traveling within the US or abroad, are: hospital admission guarantee, emergency medical evacuation, medically supervised transportation home, transportation for a friend or family member to join hospitalized patient, prescription replacement assistance, and more.
- **Workers' Compensation** coverage is provided in the event of injury or disease which is incurred on the job or due to the job. The coverage provides both medical expense coverage and loss of income protection.



Gevo® offers a variety of advantages and perks to its employees including...

24 Hour Fitness benefits are available to all Gevo® employees. This benefit offers a waived initiation fee (\$175.00), and discounted rates to join for you and your dependents.

The **Working Advantage** program provides discounts to a wide array of goods and services including movie tickets and rentals, theme parks, travel items, sporting events, family events, online shopping, gift certificates and much more. Information can be found at www.workingadvantage.com or by calling 800-565-3712. Gevo® ID number is: **485184514**.

Aflac Insurance: Aflac works with Gevo® to get you supplemental insurance for you and your dependents at discounted rates, and these rates are taken out of your paycheck on a pre-tax basis.

Bellco Credit Union: Gevo® has worked with Bellco Credit Union to help get you enrolled in a credit union without having to pay the membership due of \$5 and giving you \$25 for opening an account.

Health Advocates: Gevo® has coordinated with Health Advocates to ensure that all of your insurance questions, claims and issues are resolved in a timely manner, without having to commit as much of your personal time and effort for a resolution.



*This is important information
from your Human Resources Team*

James T. Sample

Employee Involvement Rewards

Peer to Peer Recognitions **Restaurant/Lounge Celebrations**

Birthday Celebrations

"Above and Beyond" Awards

Service Anniversary Recognition

Milestone Incentives:

Cash Incentives

Stock Options

Floating Holidays

Your 2012 Total Compensation Statement is based on your benefit elections and employment status from either January 1, 2011 or your hire date, through December 31, 2011. 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 2011 pay and benefits. It is not a guarantee of future compensation. In case of any conflict or omission, the legal plan documents will prevail.