

May 14, 2012

Dear Edward,

I am very pleased to share with you a summary of your 2012 compensation and benefits.

We know it is important to attract and reward great people and performance with competitive wages and benefits. We look carefully at the total compensation we offer – not only your paycheck, but also the benefits that make up the rest of your compensation package.

I am especially pleased that we have been able to maintain our quality healthcare plan without incurring the significant cost increases seen by many organizations and with NO increase in employee contributions for 2012. The best way to keep healthcare costs under control is to do what you can to stay healthy. The Foundation's health care plan offers a variety of free health services aimed at evaluation and prevention – including the all important annual check-up, health education and counseling, smoking cessation and well baby care, as well as routine tests and screenings. The Foundation also arranges convenient, on-site health evaluations. In addition, the Foundation reimburses employees for a portion of health club memberships and dues, making it easier on your wallet to stay fit and healthy. I hope you will take advantage of these opportunities to take charge of your health.

Please take the time to review and understand your compensation and benefits as described in this summary. I hope you agree it's a really good package. Let your supervisor or Oscar or Mario know if you have any questions. And as always, feel free to give your comments to me. .

Details of all the compensation plans and policies are provided in the summary plan descriptions or governing policies available online at www.mccormickfoundation.org/info (BOB) or by contacting Human Resources.

Thanks again for all that you do for the Foundation and our community.

Best,

Benefits Plan Highlights:

Healthcare: The McCormick Foundation offers you a choice of a PPO, HMO, or HRA medical plan and a Prescription Drug Plan administered by Blue Cross and Blue Shield of Illinois (BCBS) and a Dental & Vision Plan administered by Guardian. These plans are available to eligible employees and their family members.

Pension Plan: Each year the McCormick Foundation contributes 8% of each eligible employee's annual salary into the employee-directed accounts of the Retirement Plan Trust Fund.

403(b) Matching Plan: The McCormick Foundation will match employee contributions, on a dollar-for-dollar basis, up to six percent (6%) of each participating eligible employee's annual salary. Pretax employee contributions will be deposited into the employee-directed accounts of the 403(b) Plan on a per-paycheck basis.

Basic Life, AD&D & Long-Term Disability Insurance: Life Insurance provides financial security for the people that depend on you. Accidental Death and Dismemberment provides additional income for the death or loss of limbs due to an accident.

The Foundation provides a 1.5 times earnings Life Insurance and AD&D benefit to each eligible employee.

The Foundation also provides a Long-Term Disability benefit that is equal to 60% of your earnings up to a maximum of \$6,000 per month.

Did you know that...



this year the McCormick Foundation will contribute
\$2.4 million
for healthcare insurance for its employees

My Total Compensation

(estimated for 2012 based on current plan participation levels)

My Pay

Base Pay (includes My Paid Time Off)	\$61,075
\$61,075 (A)	
My Paid Time Off	
Holidays (11 days)	\$2,584
PTO (30 days)	7,047
(included in Base Pay)	\$9,631 (C)

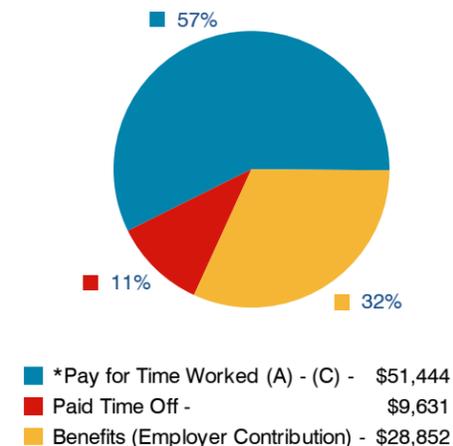
My Benefits

	McCormick Contribution	My Contribution
Healthcare (Medical-Dental-Vision-Rx)	\$15,152	\$1,992
FSA - Dependent Care	0	5,000
FSA - Transportation	0	1,167
Basic Life, AD&D & Long-term Disability Insurance	354	0
Voluntary Life Insurance	0	41
403(b) Plan	3,665	6,108
Pension/Profit Sharing Plan	4,886	0
Social Security & Medicare Tax (FICA)	4,048	2,990
State Unemployment Tax	490	0
Workers' Compensation	257	0
	\$28,852 (B)	\$17,297

My Estimated Total Compensation: (A + B)

\$89,927

Total Compensation Comparison



*Pay for Time Worked (\$51,444) = My Pay (\$61,075-A) minus My Paid Time Off (\$9,631-C)

Other Benefits Not Included in the Total Compensation Amounts:

Tuition Reimbursement: The Foundation will provide up to \$3,000 in training and educational assistance per employee per year for an employee's tuition, fees, and books.

Dependent Tuition Reimbursement: Employees with at least one year of full-time employment with the Foundation are eligible to receive up to \$750 of dependent tuition reimbursement (\$1 for \$1) applicable to any college level course work completed by the employee's dependent (IRS dependents, spouse and domestic partner are eligible).

Health Club Reimbursement: To encourage employees to participate in a regular exercise program, the Foundation will reimburse full-time employees' health club expenditures. All eligible employees will be reimbursed for 50% of a health club's initiation fee (\$100 maximum, one initiation reimbursement per career) and 50% of monthly dues, up to \$50 per month.

Parental Leave: The Foundation grants up to three weeks of paid time off to eligible employees to tend to the responsibilities of becoming a new parent.

Service Days: The Foundation will provide time off with pay for up to four volunteer workdays per year for any employee who volunteers at a qualified non-profit organization. Additionally, the Foundation will make a contribution of \$500 per day volunteered to the organization for each of the four service days.

Matching Gifts: The Foundation will match two dollars for every dollar of donation made by an eligible participant to a qualified non-profit organization. (See policy for eligibility and limitations.)

Service Recognition Awards: To provide service recognition for long-term full-time employees, the Foundation will make a contribution to a qualified non-profit organization of the employee's choice for every five years of consecutive service. The donation will equal \$100 for every year of consecutive service (i.e., after an employee reaches his or her fifth anniversary he or she will be asked to designate a qualified non-profit organization to receive a \$500 award from the Foundation, after 10 years, \$1,000; fifteen years, \$1,500; etc.).

Jury Duty: The Foundation considers jury duty service an important civic responsibility and encourages all employees to serve on a jury when summoned. The Foundation will pay employees at their normal pay rate for up to two weeks for time off taken for jury duty.

Domestic Partner Benefits: To promote acceptance of diversity in all its dimensions, the Foundation provides the same benefits to Domestic Partners as those provided to spouses of legally married employees.

See specific benefit policies for additional details including eligibility requirements and limitations.

ROBERT R.
MCCORMICK
FOUNDATION

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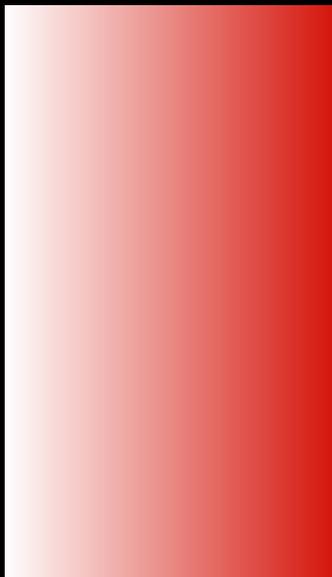
PERSONAL & CONFIDENTIAL

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Retirement funding is an important benefit we provide, representing a significant investment we make in our employees. Our generous plan has two components: a Pension Plan and a 403(b) Matching Plan. The Pension Plan is entirely funded by the Foundation at 8% of your annual earnings. The 403(b) Plan includes a dollar-for-dollar foundation match on your 403(b) contributions (within applicable IRS limits) up to 6% of your annual earnings. To maximize your retirement benefits, your contributions need to be at least 6% of your annual earnings.

Are You Maximizing Your Retirement Benefits?

Projected Retirement Funding



Projected Maximum Available Retirement Funding



■ \$8,551

■ \$8,551

The red bar shows your projected 2012 Pension and 403(b) Matching Plan contributions funded by the Foundation. The blue bar shows your projected maximum available Pension and 403(b) matching contributions funded by the Foundation.

Congratulations! You have successfully captured all of the available retirement benefits offered by the Foundation.