

Bank of Blue Valley

Compensation Summary Sample Employee 1 December 31, 2001

You are a valuable employee. Bank of Blue Valley recognizes the value you bring to our organization. We reward you for the work you do through a package of salary and fringe benefits. Let's call it **Comp**.

We've prepared this **Comp** summary for you for two reasons. We want you to know how much your rewards are for the work you do. And we think you'll find it helpful to have a single reference for all your benefits.

On the following pages, we'll illustrate three things. We'll show you what makes up your total compensation package. We'll show you the cost of your benefits paid by Bank of Blue Valley. And we'll show you your shared cost for benefits.



Comp has five parts:



Cash

Your salary and other earnings

Health



Medical, Dental, Workers' Compensation insurance and Medicare



Protection

Life and disability insurance to protect your income

Saving



Money you and your employer put aside for the future



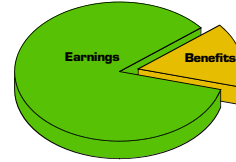
Other Benefits

Perquisite forms of compensation



This statement was prepared by **Not All There, S. p.**, an independent benefits consulting firm. It is based on data provided by your employer.

How much do you really make? You may earn more than you think. Most people don't think about the value of the benefits they receive. The golden slice in the pie below shows you how much benefits add to your earnings. That's your total **Comp**.



Your Gross Earnings are a large part of your **Comp**— but not the only part. The benefits we pay for, including paid time off and bonus, are **16%** of your **Total Comp**. They're worth **\$4,750**.



The company does not pay 100% of the cost of benefits for you. By sharing the cost with you, Bank of Blue Valley is able to offer a wider range of benefits than would otherwise be possible. In addition, **you** get to choose some of the benefits **you** participate in.

Comp for Sample Employee 1

	Company share	Your share
Cash: Earnings	\$26,567	0
Cash: Bonus	300	0
Health	453	387
Protection	235	0
Saving	1,914	2,306
Other benefits	0	0
Total	\$29,469	\$2,693

The details for each category are spelled out on the following page.

Due to rounding, totals may be one dollar too high or one dollar too low.





Cash includes your salary and other earnings. In 2001, your annual salary was \$24,024. The following table summarizes your earnings in 2001:

Earnings	26,567
Overtime/Double Time	3,480
Bonus	
3 rd Quarter Bonus	100
4 th Quarter Bonus	200

There is more to **Cash** than just gross numbers, however. You do not take all the money you earn home. Some of it goes to mandatory deductions like taxes or Social Security. Some of it goes as your share of the cost of benefits. Some of it comes to you as work time off, with pay—\$1,848 in all.

The following table shows you the details of where your earnings come from and where some of them go.

Earnings	\$26,567
10 Paid Holidays	924
10 Paid Vacation Days	924

Deductions

Mandatory	2,040
Voluntary	653

Remember that the value of paid vacation (including personal days) and holidays is already included in your cash compensation.

Mandatory deductions are made from your pay for Social Security and Medicare. Your voluntary deductions are your share of benefits' costs. This report does not take federal, state, or local taxes into account.



Health benefits include the company medical, and dental insurance plans, workers' compensation, and Medicare premium.

Benefit elections

You were not enrolled in the company **Medical** plan. You were not enrolled in the company **Dental** plan. This statement reflects your enrollments as of December 31, 2001.

Benefit costs

	Company Cost	Your Cost
Workers' Compensation	67	0
Medicare	387	387
Total	\$453	\$387



Protection of income is part of your benefit package. Life insurance provides money for your family in the event of your death. Disability insurance may provide income to you if an illness or injury keeps you from working.

Benefit Elections

Your basic **Life insurance** benefit is \$24,000, with equal accident insurance. The company's **Short Term Disability** plan could provide you up to \$277 of disability income each week. Benefits could last up to 13 weeks if you qualify. **Long Term Disability** insurance could provide up to \$1,201 of income each month, after 90 days of disability. Benefits could last to Social Security Normal Retirement Age.

Benefit Costs

	Company Cost	Your Cost
Life Insurance	46	0
Short Term Disability	126	0
Long Term Disability	62	0
Total	\$235	\$0



Saving for the future is important. We provide a profit-sharing and 401(k) plan to help fund your retirement. And Social Security is an integral part of your retirement security.

Benefit Elections

You deferred 5% of your salary into the **401(k)** plan. Bank of Blue Valley matched part of that saving. See your plan document for details on how this match works. Under current legislation, your **Social Security** legislation, your scheduled retirement date is Sep. 1, 2008.

Benefit Costs

	Company Cost	Your Cost
Social Security	1,653	1,653
401(k)	261	653
Total	\$1,914	\$2,306