


Total Rewards Statement FAQs

General

Q: How do I navigate between the different sections of the statement?

A: You can click on each section of the pie chart or the associated table to get further detail on each category. To get back to the home page from each section, you can click the blue arrow on the top left-hand side of the screen.

Q: How do I print a copy of my statement?

A: Use the print icon  at the top right-hand side of the screen to print a full version of the statement.

Q: How were the amounts on the statement calculated?

A: The 2016 statement shows amounts totals received for all paychecks in 2016. For 2017, the amounts listed include contributions made from the first paycheck received in January through the most recent paycheck.

Q: My contribution amounts in the table don't match the Total column.

A: Due to system rounding, the totals of each column may vary by a slight amount.

Home (Main) Page

Q: What is included in each category?

A: You can click on each category for a further breakdown.

Compensation: All pay received, including base pay, paid time off and bonuses.

Health and Wellness: Medical and Disability benefits, Flexible Spending Accounts/Health Savings Accounts.

Financial Security: Life insurance and Retirement.

Learning & Development: Tuition and other Educational Programs.

Other Benefits: Perks, discounts and other benefits offered to Carle employees.

2016 Total Rewards	
■ Compensation	\$45,000
■ Health And Wellness	\$11,200
■ Financial Security	\$5,060
Learning & Development	
Other Benefits	
Total:	\$61,260

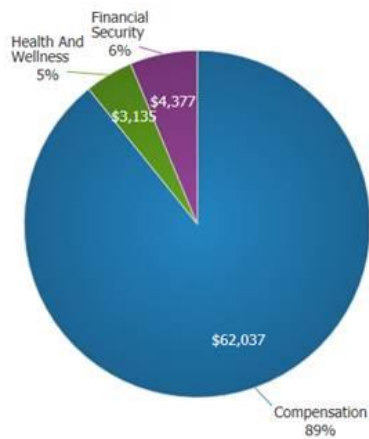
[Click a category to learn more.](#)

Q: Why am I unable to see balances for the Learning & Development and Other Benefit sections?

A: These sections provide a summary of benefits and discounts that are not currently quantitatively represented but are still an important piece of your Total Rewards package as an employee of Carle.

Q: What do the percentages on the pie chart mean?

A: The percentage shown is what portion of your total compensation is made up by that piece of the pie. For example, on the below chart, 89% Compensation means that your total pay (base pay, bonuses and paid time off) makes up 89% of your total rewards package.



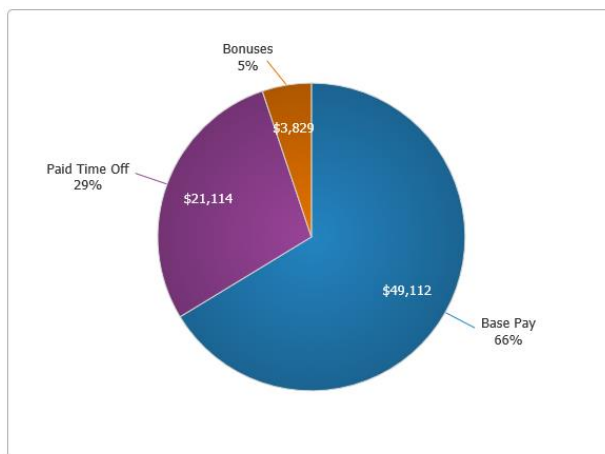
Compensation

Q: My compensation does not look correct. How can I verify?

A: Please note that the 2017 compensation shows only year-to-date amounts. The information included is only pay received from the first pay period of the year to the most recent paycheck received. You can view current year paystubs to verify the amount shown. To project your full annual compensation you can view your current pay rate in Lawson and multiply by the number of pay periods remaining in the year.

Q: What does the Compensation chart show me?

A: The chart is illustrating what percentage of your total compensation is made up of base pay, paid time off, bonuses, etc.



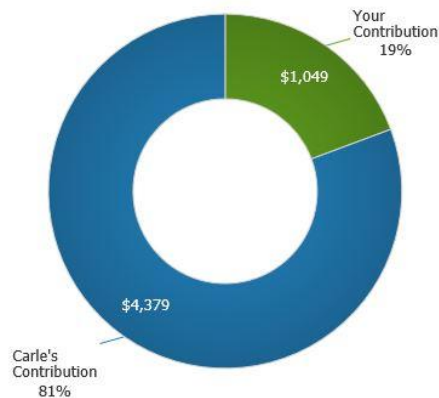
Health & Wellness

Q: What do 'contributions' under the Health & Wellness category reflect?

A: The contributions reflect only the premiums that you and/or Carle paid towards your insurance benefits. Premium amounts are the deductions taken out of each paycheck. The 2017 statement shows year-to-date premiums deducted.

Q: What does the graph illustrate?

A: The blue is showing what percentage of the total premiums (contributions) were made by Carle and the green is showing the percentage made by you.



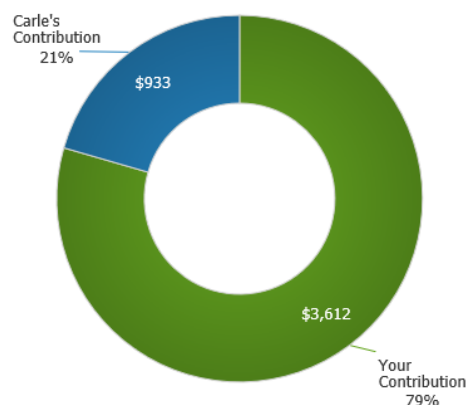
Financial Security

Q: What does 'contributions' mean on the Financial Security section?

A: The contributions reflect what you and/or Carle contributed towards your life insurance premiums and retirement benefits. These are deductions/contributions taken from each paycheck. The 2017 statement shows only year-to-date contributions.

Q: What is the Financial Security graph showing me?

A: The blue is the annual amount that Carle contributed to your retirement account. This can include the employer match and/or annual contribution based on your eligibility. The green is the amount you have contributed into your own account. The 2017 shows year-to-date, including amounts contributed from the beginning of the year until the most recent paycheck. To view your current account balance, please log in to your account at www.abglogin.com.



Learning & Development/Other Benefits

Q: How can I view the additional benefits and discounts on the Learning & Development and Other Benefit sections?

A: You can select the category from the table to see more details about the section.

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■ Health And Wellness	\$11,200
■ Financial Security	\$5,060
Learning & Development	
Other Benefits	
Total:	\$61,260

[Click a category to learn more.](#)

Q: How can I enroll in the benefits listed on the Other Benefits section?

A: Benefits such as critical illness, accident insurance, legal services and LifeLock Identity Theft protection can be elected during open enrollment each year or throughout the year with a qualifying life event.