

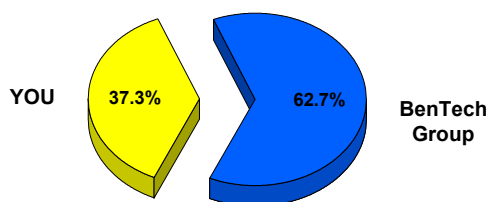
Dear Steven Manchester,

BenTech Group recognizes the invaluable contributions made by its employees. This is why we endeavor to offer competitive salaries and a comprehensive benefits program. Below is a summary of your compensation and benefits to help you better understand the significance of your benefits program.

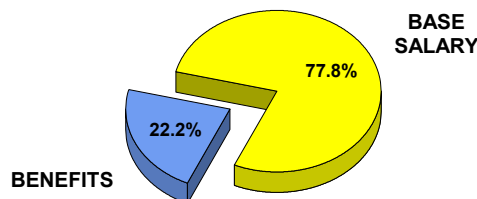
Sincerely,
Joe Smith

BENEFIT	COMPANY COST	YOUR COST
Medical	\$ 7,800.00	\$ 780.00
Dental	\$ 900.00	\$ 0.00
Vision	\$ 120.00	\$ 0.00
401(K)	\$ 720.00	\$ 3,600.00
Life	\$ 72.00	\$ 216.00
LTD	\$ 240.00	\$ 720.00
STD	\$ 623.08	\$ 1,869.23
Clothing	\$ 10.00	\$ 0.00
FSA	\$ 75.00	\$ 0.00
Parking Expense	\$ 500.00	\$ 0.00
Social Security	\$ 4,774.00	\$ 4,774.00
Medicare	\$ 1,116.50	\$ 1,116.50
Fed Unemployment	\$ 3,850.00	\$ 0.00
State Unemployment	\$ 1,155.00	\$ 0.00
Total Benefits Cost	\$21,955.58	\$ 13,075.73
Annual Income	\$77,000.00	
Total Value of Compensation Package	\$ 98,955.58	

TOTAL BENEFIT COST



SALARY AND BENEFITS



Disclaimer

The following information summarizes your benefits provided by BenTech Group. This is not a legal document. Please see the appropriate corresponding Plan Document or other employment material for more detailed information. These benefits apply to full-time BenTech Group employees.

Medical Insurance

BenTech Group provides comprehensive medical insurance for employees and their families. Eligible expenses are generally covered at 90% for in-network providers and 70% for out-of-network providers, after a \$100 or \$250 annual deductible. Prescriptions are covered after a copayment of either \$10, \$20, or \$20, and includes a mail order prescription program. Vision benefits are also included in this plan.

Dental Insurance

BenTech Group provides dental insurance for employees and their families. Preventative care is covered at 100% twice a year. Basic services are covered at 80% and major services are covered at 50%. An annual \$50 deductible applies.

Life Insurance

Upon your death, your beneficiary will receive \$144,000. If your death is a result of accidental injury, an additional \$50,000 will be paid. BenTech Group provides this accidental benefit at no additional charge.

Disability Insurance

BenTech Group provides long-term disability as a source of income protection. This coverage provides you with 66% of your monthly income beginning 180 days after the onset of your disability. BenTech Group also provides short-term disability benefits based on length of service at the time of the disability.

Retirement Plan

You are eligible to participate in BenTech Group's retirement plan after three months of service. You may contribute up to the maximum amount allowable by law. BenTech Group will contribute up to 50 cents for every dollar you contribute, up to a maximum of 10% of your pay.

Paid Time-Off

You have 15 vacation days at an annual cost of \$4,442.31.
 You also have 5 sick days at an annual cost of \$1,480.77.
 And, your total time off cost is \$5,923.08.

Other Leave Benefits

BenTech Group provides additional paid-time off for voting, bereavement and jury duty. All full-time employees will have up to 2 hours to vote in both the primary and general elections each year. BenTech Group has taken into consideration the personal needs which arise from the death of an immediate family member. All full-time employees receive up to 3 full days off with pay. If you are chosen for jury duty, you will be provided with your regular pay minus any compensation from the court for up to 10 Working days.

Other Valuable Benefits

As a full-time employee with BenTech Group, you have access to a wide array of additional benefits including:

- * Friday Morning Bagels, Donuts and Coffee
- * American Red Cross Blood Program
- * Wellness Program
- * Free onsite parking

Employee Purchase Program

All full-time employees of BenTech Group you gain access to the company store which provides goods and services at a 25% discounted basis.

Tuition Reimbursement

After one-year of service, BenTech Group will reimburse 90% of the cost of tuition, books and registration fees, up to \$2,000 per employee per year for BenTech Group approved courses

Unemployment Compensation

You are covered under Unemployment Compensation coverage which provides you with partial compensation in the event you are laid off from work for reasons other than misconduct. If you leave BenTech Group, you are either not covered, or the period of waiting for benefits is extended.

Workers' Compensation

You are covered with Workers' Compensation Insurance in the event you are injured while working. If your accident results in death, your family will receive survivors income. This coverage also applies to disability or death caused by a job related disease. BenTech Group or our insurance carrier will pay for all reasonable medical expenses related to your accident, disability or death. Spouses and children will receive a lump sum for burial expenses and may be entitled to additional compensation based on your earnings. Workers' Compensation laws are state laws, not federal laws. As a result, the benefits will vary between states.