

ONLINE TOTAL COMPENSATION



Online Total Compensation Benefits

Retaining employees is critical to the success of any business. With the cost of turnover amounting to 100% - 200% of each lost employee's annual pay, losing employees can be very expensive for an organization.

Feelings of being under-compensated or of not receiving adequate benefits can lead employees to seek other employment opportunities. All too often, however, employees significantly underestimate the total value of their compensation package or are unaware of all the benefits they receive.

Our Online Total Compensation solution is designed to ensure that employees fully understand the total value of the annual pay and benefits contributed to them, as well as the long-term value created by benefits such as 401(k), stock purchase and stock options.



IMPROVE PRODUCTIVITY

Employees who feel well compensated for their work are likely to be more engaged, motivated, and productive in their jobs.

IMPROVE EMPLOYEE RETENTION

Most employees underestimate the total value of their compensation package. By effectively communicating this information, employees will better understand how much they are valued, and will be more critical of competitor's employment offers.

FOCUS ON STRATEGIC INITIATIVES

Providing the total compensation statement online, in a self-service format, frees human resources, benefits and payroll personnel time from responding to employee inquiries, allowing them to focus on strategic initiatives.

CENTRALIZE COMMUNICATION

Our solution can be used as a portal to keep employees informed about such topics as: discount programs, upcoming employee events, future changes and contact information, in addition to compensation and benefits.

AID RECRUITMENT

Our solution can be used to model the total potential compensation candidates may receive, giving you an advantage over other companies that can only communicate the base salary for the candidate.

TRACK EMPLOYEE PRIORITIES

By tracking employees' site usage, employers gain valuable information on which benefits employees value most.

REDUCE COSTS

Replace existing printed benefit statements with our online solution allowing employees 24/7 access to their own information, including personalized PDF total compensation statements that can be saved or printed by employees directly from the site.



ProgressionStep Inc.

Welcome John Smith

Stock Price: PSI 38.22

Monday July 31

Home

- Change Password
- PDF Statement

Compensation

- Base Pay
- Variable Pay
- Incentive Pay
- Stock Options

Retirement & Savings

- 401(k)
- Employee Stock Purchase
- Pension Plan

Health & Welfare

- Medical Coverage
- Dental Coverage
- Vision Coverage
- Life Insurance

Time Off

- Vacation
- Sick Time
- Short Term Disability
- Long Term Disability

Other Benefits

- Tuition Reimbursement
- Government Contributions

Survivor Benefits

Contacts

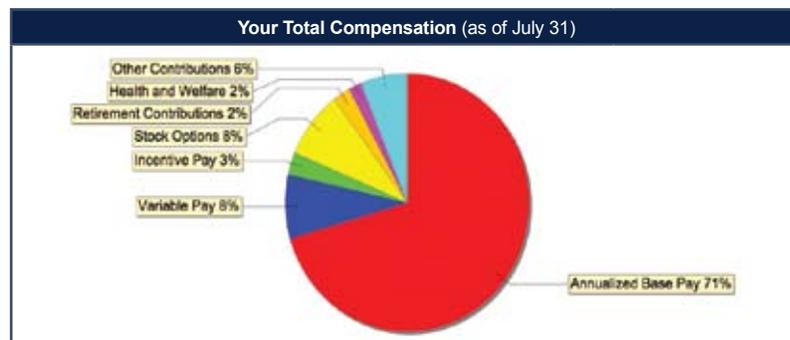
Log Off

Your Total Compensation

Your total compensation represents a summary of the benefits and compensation you receive as an employee of ProgressionStep Inc.

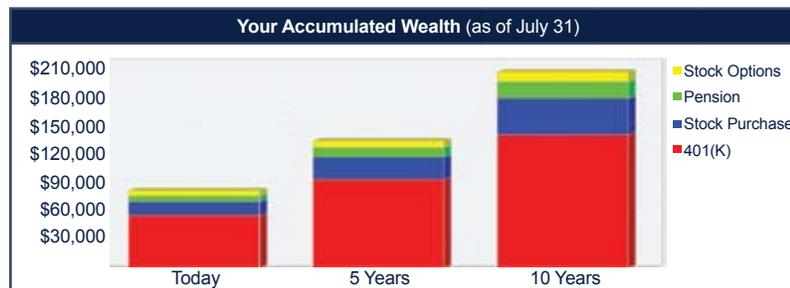
As you peruse this site you will find detailed information about all of the benefits you receive. You will also find benefits that you may not be receiving but are eligible for; we encourage you to look through the site and make sure you are getting the most out of your total compensation package.

Your total compensation as of July 31: **\$106,372.**



Type of Compensation	Year to Date
Annualized Base Pay	\$75,000
Variable Pay	\$8,535
Incentive Pay	\$3,000
Stock Options	\$9,000
Retirement Contributions	\$2,437
Health & Welfare Contributions	\$1,800
Other Contributions	\$6,600
Your Total Compensation	\$106,372

Many of the benefits you receive help you to create future wealth. The table below shows you the current value of each benefit, as well as the projected value in 5 and 10 years from today.



Type of Benefit	Today	5 Years	10 Years
401(k)	\$55,000	\$93,000	\$140,000
Stock Purchase	\$14,485	\$23,560	\$38,872
Pension	\$6,374	\$10,268	\$17,589
Stock Options	\$5,456	\$7,235	\$10,235
Your Total Accumulated Wealth	\$81,315	\$134,063	\$206,696

For More Information

You can find more details about each benefit by clicking on the menu items to the left.

Open Enrollment

Open enrollment begins October 1 and ends October 31. Click on any of the links in Health & Welfare section to get details about this year's changes.

Employee Stock Purchase

How often do you get a guaranteed minimum 15% return on investment?

Well that's just what you get when you participate in the Employee Stock Purchase Program!

[Click here to learn more!](#)

Online Total Compensation Features

UNIQUE REPORTING

Online Total Compensation gives you the ability to generate reports that are otherwise impossible to create. As a repository for employee benefit and payroll data that is otherwise in separate databases across external vendors and organizational units, Online Total Compensation can provide a unique insight into your organization.

DESIGNED FOR IMPACT

The Home Page is designed to create impact by summarizing the total value of the annual pay and benefits contributed to the employee. In addition, the potential future value of various investment benefits employees receive, such as 401(k), Pension, or Stock Options are demonstrated.

PROJECT FUTURE WEALTH

Modeling tools are provided to employees to assist them in projecting the future value of various retirement and savings plans, such as their 401(k).

TARGETED COMMUNICATION

Design your site with the flexibility to deliver content and layouts that are customized to various segments of your workforce. For example, executives can have a specialized look and feel, with content detailing benefits offered exclusively to them.

LOCALIZE CONTENT

All content on the site can be localized for a multi-lingual workforce.

DYNAMIC CHARTS

Include any number of customized charts to illustrate and emphasize the total value of an employee's compensation package.

Your compensation package is more than just a table of numbers. A great deal of your time, thought, and expense was spent on designing a comprehensive program for your employees, and that effort should not be relegated to one simple summary table.

That is why our Online Total Compensation solution is more than just a way for employees to view simple tables with numbers. Our solution is a communication tool that can be used to drive the business objectives behind your compensation plan, and it is a tool for you to attract, motivate and retain valuable human resources.

Excient is committed to offering the best value in the marketplace. We combine an extremely flexible architecture, that is easily customized for each client's needs, with the advantages of best of breed open source solutions to deliver an extremely secure and scalable solution at an exceptional price.

To learn more about how we can help you get the most out of your benefits, contact Kevin Woon at: + 1.888.638.3001 or sales@excient.com.

www.excient.com

Our Online Total Compensation solution was built with security as a first priority.

Highly secure encryption standards are used at all points in the data flow, from the web client connection which uses 128-bit HTTPS/SSL to the database where all employee data is stored as encrypted values. This means that even in the unlikely event that access to our network is gained, all that will be seen is garbled, unintelligible characters.

Online Total Compensation Technology

APPLICATION SECURITY

Uses 128-bit HTTPS/SSL for web client connections with all company and employee data encrypted with RSA, DSA, PBE or DH 64/128-bit key algorithms in the database and at all points in the data update process.

FAST IMPLEMENTATION

XML schema allows for fast, easy deployment of even the most highly customized client data.

DATA INTERFACE

Flexible data interface can transform data from nearly any data format into our XML based data structure.

SUPERIOR TECHNOLOGY

Our products are built using best of breed open source frameworks and software. By utilizing open source Java™ solutions, we benefit from the skills of thousands of programmers and end users, while remaining a cost effective company. This gives us the ability to deliver world-class solutions that are unmatched in the marketplace at exceptionally affordable prices.

WEB BROWSER INDEPENDENT

Web client runs on all modern web browsers (Microsoft Internet Explorer™, Mozilla Firefox™, Apple Safari™).

HOSTED SOLUTION

As a hosted solution you save the cost of acquiring, maintaining, and securing the technical infrastructure necessary for a highly available web application – allowing you to focus on your core competencies.

About Excient Inc.

Excient, Inc. was founded by former employees of the world's largest payroll and human resources company with the goal of providing enterprise level, flexible, secure and low cost human resource software to small and mid-size businesses.

Utilizing best of breed open source technologies, Java™ and modern software frameworks, our products are designed for fast and simple implementations that are customized to each customer's needs.

With years of experience implementing and leading the development of world-class, high volume, human resource web applications for Accenture, CitiGroup, Bank of America, CB Richard Ellis, Dell Inc., Wells Fargo Bank, Sempra Energy, B.F. Goodrich, Navistar International Corporation, Carmax and others, the founders of Excient have the background and knowledge to bring Online Total Compensation to you and your employees.

For more information, contact Kevin Woon at +1.888.638.3001 or sales@excient.com. Visit our web site at <http://www.excient.com> to see a demonstration of our Online Total Compensation solution.



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