

Silicon Benefits Insider

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Compensating Employees



Building a superior TEAM within your organization is the key to long term success. Employers who see their employees as an investment, not an expense, will surpass the competition in tough times over the next 12 months.

How does an employer attract and retain such talent?

They accomplish this by implementing a superior compensation package that is focused on Total Compensation as opposed to just salary or hourly wage mentality. Total Compensation includes valuable group insurance benefits that protect an individual if they have an accident, injury, and/or illness, whether on or off the work site.

Which employer would you work for?

| Employee Benefit | Job A | Job B |
|---------------------------|-----------------|-----------------|
| Salary | \$40,000 | \$36,000 |
| Disability Insurance | N/A | \$80 |
| Medical Insurance | N/A | \$2,400 |
| Life Insurance | N/A | \$60 |
| Dental Insurance | N/A | \$250 |
| Vision Insurance | N/A | \$85 |
| 401k plan | N/A | \$1,000 |
| Total Compensation | \$40,000 | \$39,875 |

Annual cost illustrated for comparison. Job B offers a lower tax impact to the Employer as \$3,975 of insurance benefits are 100% tax deductible.

By strategically spending 15 minutes re-evaluating your current employee compensation strategy, you will be able to identify any strengths and/or shortcomings in the current offering, and if necessary, strategically make adjustments.

Please contact any member of the Silicon Benefits TEAM with ALL of your insurance questions!

Best of Luck in 2009!



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