



CLARKE & COMPANY
BENEFITS LLC



JAMES DORAN COMPANY
REAL ESTATE INVESTMENT AND DEVELOPMENT

TOTAL COMPENSATION STATEMENT

Benefit Name:	Benefit Description:	Annual Employer Cost:
Medical Benefits	Employee health plans including medical and RX for you and your covered family members. We cover 100% of your employee cost (Single Cost Only)	\$5,698.56
Dental Benefits	We cover 100% of the employee only cost of dental	\$479.76
Vision Benefits	We cover 100% of the employee only cost of vision	\$80.40
Employer Provided Long Term Disability Plan	Disability covers you in the event you are sick/injured and can no longer work. It provides you with a portion of your income.	Based On your salary but 100% Employer Paid
Employer Provided Basic Life and AD&D	Employer paid life insurance valued at 1x your annual salary.	Based on your salary but 100% Employer Paid

PTO will be paid at the employee's base rate at the time the leave is taken

Vacation Eligibility in the first year of employment:

Full-time employees are entitled to PTO based on the following schedule of employment:

First Calendar Year (or portion thereof)

Begin work in the 1st Quarter: **January- March** – 12 days (accrued monthly) (includes 2 additional floating holidays)

Begin work in the 2nd Quarter: **April- June** – 8 days (accrued monthly) (includes 2 additional floating holidays)

Begin work in the 3rd Quarter: **July- September**– 4 days (accrued monthly) (includes 1 additional floating holiday)

Begin work in the 4th Quarter: **October- December** – 0 days

• Years 2- 5	• 15 days
• Years 6 and beyond	• 20 days

Holidays are not considered PTO but all current full time employees will be compensated at their normal salary amount for any designated Holiday. The Company generally recognizes the following holidays, but will provide each year's specific holiday schedule on or before January 1st of the applicable year:

- New Year's Day
- Good Friday
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Floating holidays