



April 2009

Dear John,

TranSystems has taken care through its years of rapid growth to ensure that our benefits package continues to meet the needs of our professionals. The ongoing development of the firm came through the contribution of professionals such as you, and these benefits are an integral part of your overall compensation package. Our goal is always to provide a first-class set of benefits that meet the needs of all of us. The challenge is to account for the diverse needs of our employees, while managing the ever-changing conditions in the benefit provider world.

Take a minute if you would to review this 2009 benefits & Compensation Statement, which is personalized to show your specific benefits. Please read this information carefully. We've done our best to make it clear exactly what your benefits are, and what they mean to you.

We're pleased to not only provide you with this summary of benefits, but to continue to offer benefits to our professionals at this level.

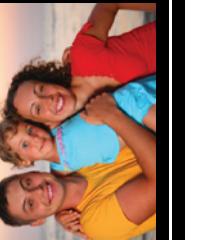
If you have questions you wish to discuss in detail, please be sure to visit or call Human Resources.

Brian G. Larson  
President & CEO

**TranSystems**  
2400 Pershing Road  
Suite 400  
Kansas City, MO 64108  
Tel: 816-329-8700



2400 Pershing Road, Suite 400  
Kansas City, MO 64108



John Doe  
529 Walnut Street, Suite 230  
Kansas City, MO 64108



## 2009 Benefits & Compensation Statement



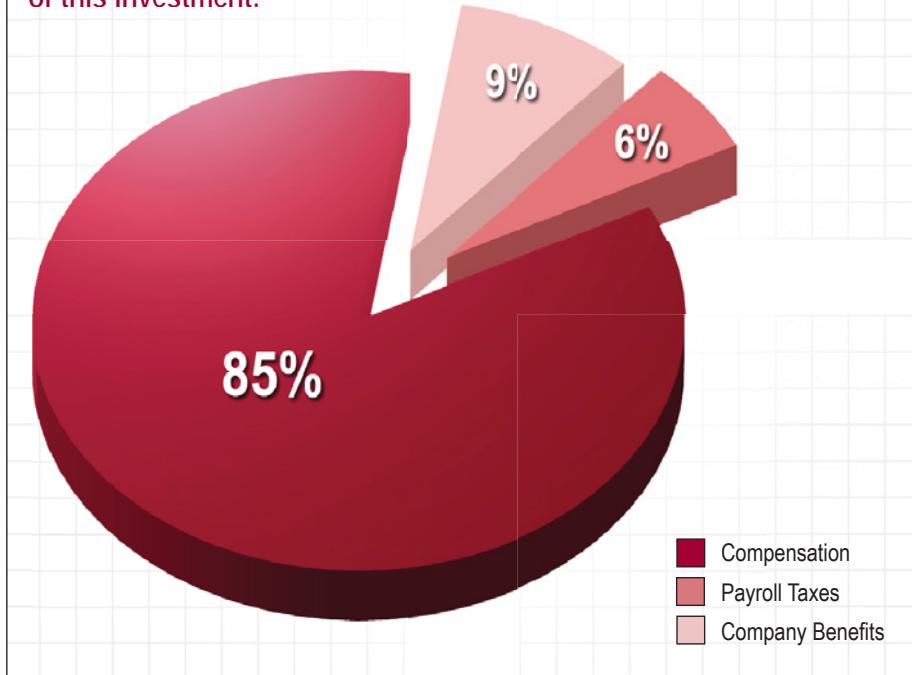
EXPERIENCE | Transportation

# John Doe

Company benefits, payroll taxes and additional compensation add **58%** to your Annual Salary

	Company Annual Share	Your Annual Share	YOUR 2008 BENEFITS
<b>COMPENSATION</b>	<b>\$50,235.40</b>		
Annual Salary	\$40,310.40		
2007 Bogus - Performance	\$2,500.00		
2007 Bonus - Other	\$1,000.00		
Deferred Compensation	\$3,000.00		
Country Club Dues	\$850.00		
Board Fees	\$400.00		
Vacation Sell	\$2,175.00		
<b>PAYROLL TAXES</b>	<b>\$3,306.14</b>	<b>\$3,064.54</b>	
Social Security	\$2,483.68	\$2,483.68	
Medicare	\$580.86	\$0.00	
Federal Unemployment	\$56.00	\$0.00	
State Unemployment	\$185.60	\$0.00	
<b>COMPANY BENEFITS</b>	<b>\$10,257.12</b>	<b>\$3,012.60</b>	
Medical	\$6,444.36	\$2,771.40	
Wellness Initiative	\$0.00	\$0.00	
Dental	\$599.40	\$148.80	
Vision	\$80.64	\$92.40	
Group Life and AD&D	\$62.40	\$0.00	
Short Term Disability	\$23.40	\$0.00	
Long Term Disability	\$88.68	\$0.00	
401(k) Company Match (ESOF)	\$1,388.14	\$0.00	
Workers' Compensation	\$461.52	\$0.00	
Employee Assistance Plan	\$23.58	\$0.00	
Long Term Care	\$1,085.00	\$0.00	
<b>VOLUNTARY BENEFITS</b>		<b>\$465.60</b>	
Voluntary Life		\$444.00	
Optional Dependent Life		21.60	
<b>GRAND TOTAL</b>	<b>\$63,798.66</b>	<b>\$6,542.74</b>	All information is based on your status as of April 1, 2009 unless otherwise noted.

In 2008, TranSystems will invest nearly \$112 million in compensation and benefits for our employees. The pie chart shows the breakdown of this investment.



## ADDITIONAL BENEFITS

- ▶ Education Tuition Reimbursement
- ▶ Excellence in Action Employee Recognition Awards
- ▶ Employee Assistance Program
- ▶ Service Awards
- ▶ Employee Referral Bonus
- ▶ Spot Bonus
- ▶ Employee Stock Ownership Plan
- ▶ Wellness Program

For more information about your benefits, visit TransNET: HR > HR Documents > Benefits Information

If you have any questions, contact the Benefits Call Center by phone at ext. 2885 or 800-388-9213, or by email at [benefitscallcenter@transystems.com](mailto:benefitscallcenter@transystems.com).

*The information in this statement is presented for illustrative purposes only. All information is strictly confidential, pursuant to the rules and regulations of the Health Insurance Portability and Accountability Act of 1996.*