

ABC Company

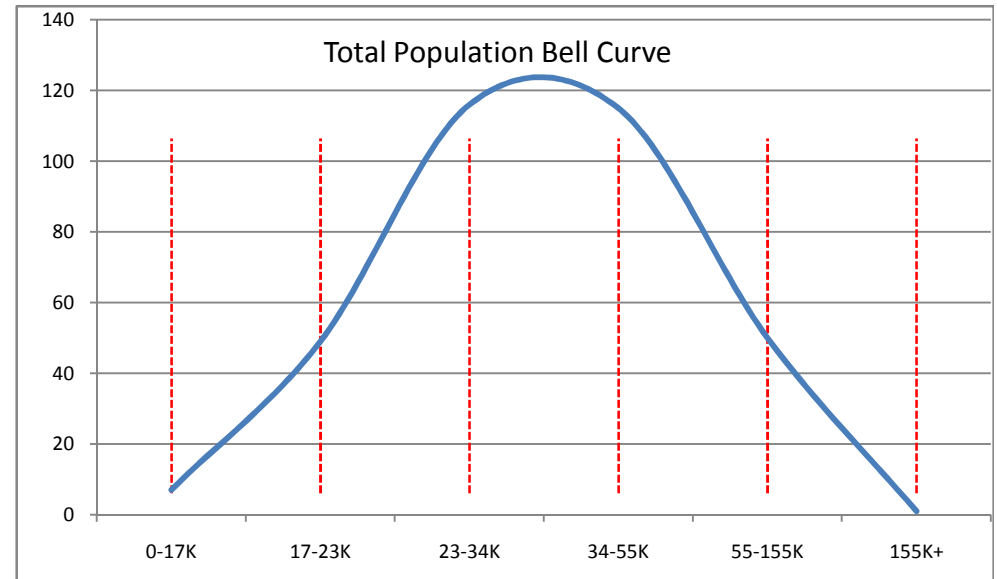
Salary Distribution Analysis

Distribution For Salary Bands							
	Range		Count	All	Dist.	Bell Dist.	var
0-17K	\$ -	\$ 17,500	7		2.071%	2%	0.071%
17-23K	\$ 17,500	\$ 23,900	49		14.497%	14%	0.497%
23-34K	\$ 23,900	\$ 34,400	116		34.320%	34%	0.320%
34-55K	\$ 34,400	\$ 55,400	115		34.024%	34%	0.024%
55-155K	\$ 55,400	\$ 155,400	50		14.793%	14%	0.793%
155K+	\$ 155,400	\$ 455,400	1		0.296%	2%	-1.704%
			338		100%	100%	0.000%

In order to evenly distribute contributions across salary bands the model above was generated to assure that we had a Normal Distribution of the population across our selected salary bands.

Said salary bands are denoted above in blue.

The red lines represent the standard deviation (based on the model) .



Summary Salary Banding - Basic Plan Employee Only Example						
	Using Current		Count	Using Salary Banding		EE Change
	\$\$	% of Prem.		\$\$	% of Prem.	
0-30K	\$71.38	20%	128	\$60.74	17.0%	-15%
30-50K	\$71.38	20%	148	\$71.38	20.0%	0%
50K+	\$71.38	20%	62	\$89.32	25.0%	25%

Note:
Based on preliminary discussions on the banding a 3 bands were utilized in the illustration above. Under this model ABC collects 1.03% less in overall employee contributions (\$2,995 under current rates).

Bands assume \$0-\$30,000 / \$30,000.01-\$50,000 / \$50,000.01+

