

Total Compensation Sample

When considering a position with _____, it is helpful to understand the components of total compensation as it relates to individual employees. While a variety of factors comprise total compensation, the paycheck, or direct compensation, is just one element. Refer to the example below to see how total compensation impacts each employee.

Employee Name:

Annual Direct Compensation	
Salary	\$
Paid Time Off (includes vacation, sick leave, holidays, etc.)	\$
Total Direct Compensation	\$
Annual Indirect Compensation	
Government-Mandated Benefits	
Social Security	\$
Unemployment Insurance Tax	\$
Workers' Compensation Insurance	\$
Health and Welfare Benefits	
Health Insurance	\$
Educational Reimbursement	\$
Dental Insurance	\$
Wellness Program	\$
Life Insurance	\$
Long-term Care Insurance	\$
Section 125 Administration Fee	\$
Employee Assistance Program	\$
Retirement Benefits	
401(k) Match	\$
Total Indirect Compensation	\$
TOTAL COMPENSATION	\$