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**Hoster Electronics, Inc.**  
**3330 Sunset Blvd Suite 100**  
**Rocklin CA 95677**

**Hoster Electronics, Inc.**

**Robert Ford**  
**2230 Sunset Blvd Suite 100**  
**Rocklin CA 95677**

Robert:

Within every successful organization you find hardworking and dedicated employees. At Hoster Electronics, we realize that employees such as you, who efficiently utilize their time and talents to produce quality electronic components, are our most valuable assets. That is why we provide competitive salaries and a comprehensive benefit program.

This employee compensation statement outlines the benefits that are provided by Hoster Electronics, as well as the Company's cost of those benefits. Your benefit package that Hoster Electronics provides is a significant component of your total compensation and a large budget item for the Company. Please read this information carefully. If there is a specific benefit in which you would like more information, please do not hesitate to contact Pat Jones in Human Resources.

We encourage you to share this information with your family so that each family member will be aware of the benefits that are provided for them. It is our hope that your benefit package will provide added security for you and your family members.

We appreciate your contribution to the success of Hoster Electronics.

Sincerely,  
Gary Host  
President & CEO

P.S. We have made your personalized statement available online. You can preview your statement at the following web address. Please enter your username and password provided.

**Website:** [www.totalcompbuilder.com/pod](http://www.totalcompbuilder.com/pod)  
**Username:** rford  
**Password:** demo

# Your 2007 Total Compensation Statement

## CASH COMPENSATION

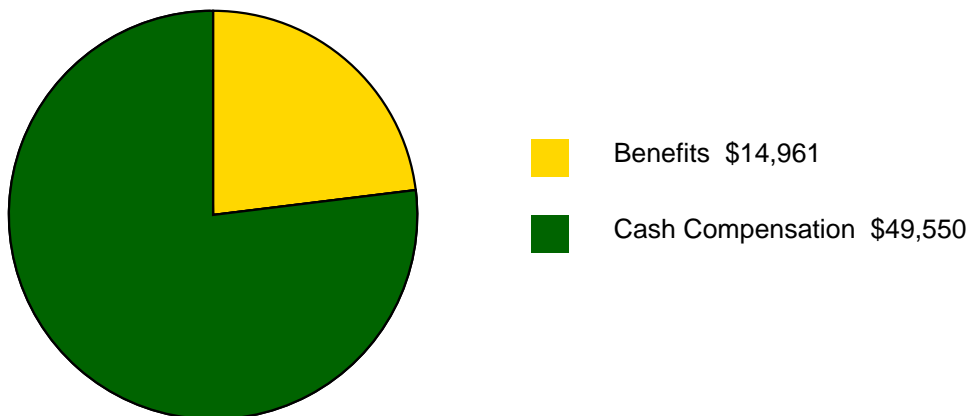
	<b>Amount</b>
Earnings	\$43,550.00
Commission	\$5,000.00
Bonus	\$1,000.00
<b>Total Cash Compensation:</b>	<b>\$49,550.00</b>

Salary and other compensation information as of 07/01/07.

## BENEFITS

	<b>Your Contribution</b>	<b>Company Contribution</b>
Medical Insurance	\$949.80	\$5,899.80
Dental Insurance	\$233.33	\$1,866.64
Vision Plan Insurance	\$44.59	\$222.96
Life and AD&D Insurance	\$0.00	\$359.76
Long Term Disability	\$0.00	\$140.61
Unemployment Insurance	\$0.00	\$426.00
Workers' Compensation	\$0.00	\$750.74
State Disability Insurance SDI	\$520.00	\$0.00
Social Security Tax (FICA)	\$3,790.58	\$3,790.58
401(k) Plan Contribution	\$756.00	\$1,504.00
<b>Total Benefit Contributions:</b>	<b>\$6,294.30</b>	<b>\$14,961.09</b>

Benefit elections are as of 07/01/2007 and do not reflect any changes to coverage after that period.



**THE TOTAL VALUE OF YOUR COMPENSATION:**

**\$64,511.09**

This statement is intended to summarize the value of the company's benefit program as it relates to your total compensation. Reasonable measures have been taken to report this information accurately. Payment of any benefit, however, is subject to the actual conditions and terms of the applicable plans rather than to any information contained in this report. The amount of any benefits will be determined in accordance with the legal documents establishing the various plans. This report does not constitute such a legal document.