



June 14, 2014

Tara Participant

Dear Tara,

As a valued employee, JGW Enterprises is pleased to present you with your personalized Total Compensation Statement.

While cash compensation is the largest portion of your total compensation, a significant portion is provided through indirect pay for health insurance, retirement and other benefits.

We prepared this statement to help you understand the true value of your compensation. If you have any questions, please contact Human Resources at 773-388-8270.

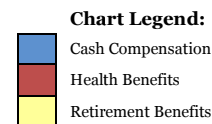
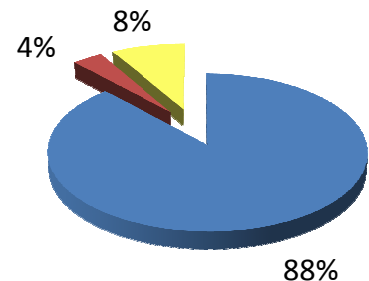
Sincerely,

Robert Werner Heisenberg
President, CEO

André René Roussimoff
Vice President, Human Resources

	Your Contribution	Company Contribution
Compensation 2013		
2013 Base Pay		\$110,139
2012 Bonus		\$30,000
Total Compensation		\$140,139
Health Benefits 2013		
Medical	\$6,101	\$4,125
Dental	\$924	\$1,379
Total Health Benefits	\$7,205	\$5,514
Retirement Benefits 2013		
401(k)	\$8,408	\$4,204
Social Security/Medicare	\$9,081	\$9,081
Total Retirement Benefits	\$17,489	\$13,285
Total 2013 Compensation		\$158,938

The chart below illustrates JGW's contribution to your total reward package and the different ways the money is allocated on your behalf:



Compensation 2014		
2014 Base Pay		\$120,000
2013 Bonus		\$36,000

Every effort has been made to ensure the accuracy of this statement. Please contact Human Resources if you notice any discrepancies. Nothing in this document alters the at-will nature of the employer/employee relationship.