

PAYSTUB EXPLANATION SUMMARY - ADP Pay Statement

① Earnings	② Rate	③ Hours	④ This Period	⑤ Year-to-Date
Standard Hours				
OnCall St			0.00	316.95
PTO			0.00	4182.24
Regular	39.0600	80.00	3124.80	24681.66
REGRPYMT	39.0600		64.00	64.00
Overtime				
OT-Straigh	39.0600	2.54	99.21	1016.97
OT .5 Pay		2.54	50.72	81.29
On Call Charge Pay				
Oncall pay	4.0000		0.00	192.00
Shift Differential				
Shift2 Dif	2.2500	32.08	72.18	145.69
Shift5-WkN			0.00	2.16
Gross Pay		82.54	3282.91	30554.96

⑥ Tax Deductions		
Fed Withholdng	236.11	2038.08
Fed MED/EE	46.44	434.14
Fed OASDI/EE	198.55	1856.32
NJ Unempl EE	12.56	117.63
NJ NJ HCSF	0.00	0.00
NJ NJ WDPF	0.82	7.69
NJ NJ SWAF	0.57	5.38
NJ FLI/EE	2.62	24.60
NJ Withholdng	47.68	660.78
Total Taxes	545.35	5144.62

⑦ Deduction Summary		
*Medical Before Tax	75.29	677.61
*Dental Before Tax	8.77	112.77

Other Benefits and Information	This Period	Year-to-Date
*Vision	7.71	91.05
ING EE Supplement	37.39	336.51
ING Spousal Life	20.52	184.68
*401k Savings Pla	65.66	273.38
*401k EE	590.92	694.80
MetLife - Critica	64.80	583.20
Metlife Home & Au	96.92	373.82
MetLife - Hospita	14.36	129.24
STD Employee Cont	5.58	52.28
Unum - Accident I	15.62	140.58
Unum - Whole Life	4.00	36.00
*Excluded from Federal Taxable Wages		
Total Deductions	1007.54	3897.68
Total Net Pay	1730.02	21512.66

⑧ Taxable Benefits (Imputed Income)		
LTD - HMC Core Co	11.23	77.00
Life	0.00	190.08
Total Taxable Ben	11.23	267.08

⑨ 401k Employer Match		
401k Savings Plan	65.66	273.38
401k EE	49.24	101.17
Life	0.00	79.04
AD/D	0.00	5.68

⑩ Benefit Time Summary	Annual	Taken	Available
EIB	40.0	0.0	5.5
HIB	0.0	0.0	0.0
PTO	272.0	0.0	236.2
HOL	48.0	0.0	-
PTO True Balance Earned Less Taken			20.9
PTO Plan			3
PTO Anniversary Date		02/03/1986	
PTO Future Planned			0.0

401K INFORMATION

There are multiple lines for 401k contribution for two reasons. One, you pay into your 401k and HMH matches it. Second, HMH matches your contributions at different rates.

- 401k Savings Plan - This is the amount you paid into your 401k and the amount that HMH matches at 100%
- 401k EE - This is the amount you paid into your 401k and the amount that HMH matches at 50%.

For more information about HMH matching, visit TeamHMH.com/Retirement.

① Earnings

- Descriptions with a 2, 3, 4, 5, or 6 at the end of them represent hours worked at Shift 2, Shift 3, Shift 4, Shift 5, or Shift 6.

② Rate

Four types of rates may be displayed:

- Regular hourly base rate (Shift 1)
 - Shift differential rates for hours worked at Shift 2 thru Shift 6
 - Rate for premium overtime pay (OT.5 Pay) is either ½ the base hourly rate or the full FLSA rate.
 - ½ of base hourly rate is displayed when the FLSA (blended rate) is not used.
- or
- FLSA Rate (blended rate) – full FLSA rate is displayed because it is a blended rate and not just ½ of base hourly rate.

③ Actual Hours worked

NOTE: hours for shift differential earnings will not be displayed, as to avoid duplicating total hours worked. To determine the shift differential hours, divide the amount under "This Period" by the rate displayed.

④ This Period

Represents earnings for the "current pay period."

⑤ Earnings received Year-To-Date

Represents earnings for the entire "year-to-date"

⑥ Tax deductions (Represents earnings for the "current pay period")

Shows the federal, State and Local income tax deductions required by law.

⑦ Deduction Summary

Health and voluntary benefit deductions are shown. Deductions with asterisks next to them are pre-tax benefits, meaning they are not taxed by the IRS. Benefits with no asterisks are taxed.

⑧ Taxable Employer Paid Benefits

These are employer-paid benefits (non-cash) that are deemed taxable by the IRS. The value of these benefits are added to your income for W2 tax reporting.

⑨ Employer Match Benefits

These are benefits that your employer matches your own contributions, either fully or partially.

⑩ Benefit Accrual Balances

Benefit time taken year-to-date and remaining balance as of the current pay period.