



Investing in you...

**Your Personal
2007 Total Compensation
Statement**

Ima Sample
123 My Street
Any Town, CA 12345

Your 2007 Total Rewards Statement

Dear Ima:

Thank you for the dedicated service you provide as a member of the BI Nutraceuticals team. We are pleased to provide you with this Total Compensation Statement that describes the comprehensive benefits we provide for you and your family.

The value of your total compensation is much more than just your paycheck!

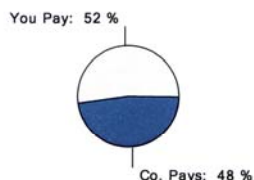


Your personal benefit statement illustrates the total value of your benefits package. The benefits reflected are for the period of January 1, 2007 to December 31, 2007. It is our way of showing you how much we appreciate your contribution to the success of BI Nutraceuticals. Should you have any questions, please do not hesitate to contact Human Resources.

Putting It All Together - Your Total Rewards

	Company Contribution	Your Contribution
FICA	\$ 8,368.99	\$ 8,368.99
Federal Unemployment	\$ 56.00	\$ 0.00
State Unemployment	\$ 42.00	\$ 0.00
State Disability	\$ 0.00	\$ 500.33
Workers Compensation	\$ 1,195.16	\$ 0.00
Medical Insurance	\$ 6,836.76	\$ 1,513.78
Dental Insurance	\$ 376.80	\$ 86.32
Life/AD&D Insurance	\$ 549.41	\$ 0.00
AFLAC Voluntary Insurance	\$ 0.00	\$ 950.00
Long Term Disability Insurance	\$ 830.18	\$ 0.00
FSA Medical Spending	\$ 0.00	\$ 300.00
401k Contribution	\$ 5,902.08	\$ 14,755.08
Total Value of Your Benefits	\$ 24,157.38	\$ 26,474.50
2007 Regular Earnings	\$ 132,925.07	
2007 Bonus	\$ 14,625.00	
Actual Realized Income	\$ 171,707.45	

Benefit Costs



Did you know that your total benefits equal an additional 16.37% of your gross wages?

For Your Work/Life Balance

Everyone benefits from a little time off for rest and relaxation and BI Nutraceuticals encourages a balance between work and personal life commitments.

		Value
Your total number of awarded holiday days*	10	\$ 5,150.00
Your total number of earned vacation days	10	\$ 5,150.00
Your total number of sick hours provided	56	\$ 3,605.00
Total Value of Paid Time Off		\$ 13,905.00

*Based upon a full year of employment.

For Your Health & Well Being

Insurance benefits are available to all full time employees the first of the month following 60 days of continuous employment. Full time status is defined as an employee who works at least 40 hours per week.

MEDICAL INSURANCE

The health and well being of you and your family is very important to BI Nutraceuticals, which is why BI Nutraceuticals offers an opportunity to enroll in a group health insurance plan. The Company pays **90%** of the employee premium and **75%** of dependent premiums.

As of 12/31/07, you were enrolled in the **HMO** medical plan with **Family** coverage.

Do you know how BI Nutraceuticals' contribution towards employee medical premiums compares with the national average?

- In 2007 only sixty percent of private employers in the United States offered health insurance to their workers*
- Nationwide, employee contributions for medical care premiums averaged \$81.37 per month*
- BI Nutraceuticals' employees paid only \$23.74 per month for their HMO coverage, a savings of \$57.63 per month over the national average

* As reported in the DOL National Compensation Survey March 2007 which obtained data from 8,256 U.S. based companies.

DENTAL INSURANCE

BI Nutraceuticals offers you a choice between an HMO and a PPO dental plan. BI Nutraceuticals also pays **90%** of the employee HMO premium and **75%** of the dependent HMO premium for dental coverage.

As of 12/31/07, you were enrolled in the **HMO** dental plan with **Family** coverage.

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LIFE AND AD&D INSURANCE

BI Nutraceuticals provides you with a Basic Life and Accidental Death and Dismemberment (AD&D) Insurance benefit of **\$298,000**, equal to **2X** your annual salary to a maximum of \$1,000,000. In the event your death is accidental, the benefit is doubled.

In addition to your benefit, the Company offers a benefit in the amount of **\$5,000** for your eligible spouse and your dependent child(ren) over 6 months of age and **\$500** for your dependent child(ren) from birth to 6 months.

LONG TERM DISABILITY INSURANCE

Long Term Disability (LTD) insurance is a true insurance benefit - insurance to protect your income should you become disabled. BI Nutraceuticals provides you with a Long Term Disability benefit of **\$7,439.27** per month (equal to 66 2/3% of your monthly earnings) to a maximum of \$15,000 per month.

VOLUNTARY INSURANCE

BI Nutraceuticals offers supplemental insurance programs for yourself, your spouse and your dependent child(ren) for purchase at your expense. Please contact our AFLAC representative, Diana Nill, at (909)599-4483 X224 for more information regarding this offering.

As of 12/31/07 you **elect**ed to purchase voluntary insurance coverage(s).

UNEMPLOYMENT COMPENSATION

You are covered under federal and state unemployment compensation insurance, which provides you with partial compensation in the event you are laid off from work for reasons other than misconduct. If you qualify for coverage, your income subsidy will be based on a percentage of your earnings.

WORKERS COMPENSATION

You are covered with workers' compensation insurance in the event you are injured while working. This coverage also applies to disability or death.

For Your Future

401(k) PLAN

Through the 401(k) Plan, you and BI Nutraceuticals work as partners to help build your financial security for retirement or to meet other long-term savings goals. BI Nutraceuticals matches 100% of the first 4% of salary deferred and you are fully vested immediately. When you participate, your savings grow in three ways:

- Your pre-tax contributions
- The Company's matching contribution
- The investment growth of your total accounts

Eligible employees may contribute up to the IRS limit (\$15,500 in 2007) through payroll deduction. If you are 50 years of age or older during the calendar year, you can make an additional "catch up" contribution of \$5,000.

As of 12/31/07 you elected to contribute **10%** of your pay to a 401(k) Plan account.

SOCIAL SECURITY

Each year, you and BI Nutraceuticals share equally in the cost of Social Security taxes. During 2007 the "FICA" entry on your payroll stub included Social Security taxes of 6.2% of the first \$97,500 of your total compensation, plus Medicare Taxes of 1.45% of your total compensation. The Social Security Administration sends a Social Security Statement to workers aged 25 and older annually. This Social Security Statement is a concise, easy-to-read personal record of the earnings on which you have paid Social Security taxes. For more information, contact the Social Security Administration at 1-800-772-1213.

FLEXIBLE SPENDING ACCOUNTS (FSA)

You can defer up to \$3,600 annually to a Health Care Flexible Spending Account and up to \$5,000 annually to a Dependent Care Flexible Spending Account. You can fund these accounts with pretax dollars and BI Nutraceuticals pays the administrative fees on your behalf. During 2007 you contributed **\$300.00** to your Health Care Flexible Spending Account and **\$0.00** to your Dependent Care Flexible Spending Account.

Other Rewards

- Paid Leave for Birth of Child (3 days per child)
- Education Assistance
- Paid Bereavement Leave (3 days per year)
- Thanksgiving Gift Cards

Important: This statement is intended to summarize your company-provided benefits. While every effort was taken to accurately report your benefits, discrepancies or errors are always possible. In case of discrepancy between this report and the actual plan documents, the actual plan documents will prevail. BI Nutraceuticals reserves the right to change or cancel benefits at any time.

A SUMMARY OF YOUR EMPLOYEE BENEFITS

