

My Page

Wei DingMonday, 9 Jul 2007 | 11:51 a.m. ETEdit Page Layout

DJIA 13,636.80 +25.12

NASDAQ 2,666.59 +0.08

S&P 500 1,529.81 -0.63

10YR 5.15% -0.40

Reuters quotes delayed at least 20 minutes.

Join us for the

Crew Member

Semiannual Meeting

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Company News

Corporate

2007 Crew Member Semiannual Meeting 09 Jul

It's casual dress, not careless dress 09 Jul

American Pronunciation course coming up 09 Jul

News Archive

Information Technology (IT) Archives | Subsite

No current articles.

Web Services Archives | Business Center

No current articles.

See All News

External News (RSS)

Edit

Finance

BusinessWeek Investing

Hold the Line on Telcos

11 hours ago

Credit-Card Stocks Slug It Out

11 hours ago

Stocks Open Higher

1 hour ago

CNN Money

Limited Brands transfers namesake chain

21 minutes ago

Software fugitive case bogged down in Namibia

49 minutes ago

A stand-up guy

1 hour ago

Market Watch

Electronic trading beats adaptation for LaBranche, specialists

12 minutes ago

U.S. stocks mixed as techs fall ahead of earnings

13 minutes ago

Wettest June on record means summer a soaker for U.K. retail

17 minutes ago

MSN Money

8 great new books about money

8 hours ago

Are you investing in terrorism?

8 hours ago

Funds you can follow the crowd on

8 hours ago

New York Times Business

Increasing Rate of Foreclosures Upsets Atlanta

8 hours ago

Dow Jones Continues Hunt for an Alternative Bid

2 hours ago

Advertising: Job Cuts Averted as Bid for Journal Stays Open

9 hours ago

Vanguard.com Headlines

Economic Week in Review: A birthday week of good news

2 days ago

Podcast: Finding ways to save more

7 days ago

Economic Week in Review: The Fed holds steady again

9 days ago

Technology

CNet

Ford, electric utility to promote plug-in hybrids

42 minutes ago

Windows Home Server - The ideal home backup solution?

46 minutes ago

Second open Linux phone goes on sale

1 hour ago

CNN Technology

Sony slashes PS3 price tag by \$100

2 hours ago

Video game expo going babe free

43 minutes ago

Google to buy Web security company

1 hour ago

Slashdot

Attempts to Count Linux Users Remain Pointless

N/A

Google to Acquire Postini

N/A

On the Widespread Misuse of the Mouse

N/A

My Calendar

TodayTomorrow

Tuesday, 10 Jul 2007Data as of 11:51 am

E-mailPrintCalendar

9:30 am - 11:00 amLab Status MeetingLocation: 342

11:00 am - 12:00 pmReview of Draft Desktop PrototypesLocation: 335

11:00 am - 11:15 amTouch point on the Desktop ProjectLocation: Design Table

12:00 pm - 12:45 pmWeb Services Crew Meeting - Room 154 @ 45 Liberty

4:15 pmEnterprise Desktop Solution: Portal Approach

My Shortcuts

My ReferencesEdit

Payroll Services

IT Navigator

Information Technology

HR Contacts

Operations Alerts

IT Navigator

Information Technology

HR Contacts

Operations Alerts

Wordswabbing

Web Services

Business Technology Services Group

Client Insight Marketing Research partners

CrewNet Labs

MeetingPlace - Audioconferencing Basics

My Tools & FormsEdit

Postini Message Center

Room Reservation System

Travel Expenses (BTEV)

My Resume

PlanView

Paystub

Crew Self Service

Library Card Catalog

Time & Labor

My WebsitesEdit

Adaptive Path

Basement.org

Boxes and Arrows

Future Perfect

LukeW

Vanguard Brand Site

Vanguard Competitive Analysis Site

Vanguard Designer Community

Vanguard Pattern Library

Vanguard.com personalization

Vanguard BCM/RIA

Visual Design Specs

Crewnet Prototype Region

Meeting Place

IA Discipline

New portal demo

Microsoft Library

CNN Money

Working Advantage

EmigrantDirect

My Saved NewsEdit

Cyberspace and today's youth [PA]

Celebrating a strong tax season

Partnership Day is around the corner!

New Gartner Research Request Form

My People

My ContactsEdit

View details

Balamurugan Kalyanasundaram39041

Brian Nothacker38549

James Bemis32201

JoAnn McKee17446

Jon Lansing29106

8:51 a.m. MT | AZ

Out of Office

Larry Towle12190

Marcy Morelli10820

Matt Flick36397

Maureen Lehr12344

Out of Office

Michael Magoolahgan16775

Naila Haider37409

EmailInviteText

My Colleagues

Open My Address Book

[Home](#)[My CrewNet](#)[Company Overview](#)[Work Environment](#)[Business Operations](#)[Total Rewards](#)[Performance & Development](#)

Go

Go

Crew Profile

[View Confidential Details](#)[Send E-mail](#) | [Send Meeting Invite](#) | [Add to My Contacts](#)**John Doe**
x34861

Service Administrator

Information Technology > Web Services > 1060 - User Experience Group

610-503-4861

John_Doe@Vanguard.com

Additional contact info

Pager number

Pager type

Pager carrier

Fax number

Mailport P30

Location

Site Pennsylvania

Building 40 Liberty Boulevard

Station 326A

Work Profile

Crew ID 20873

User ID UJ6D

Hire date 11/13/1995

Rehire date 08/08/1998

Service date 04/10/2000

Additional information

SupervisorName [Plesse, Sherry Ann](#)

Extension 34875

Alternate ContactName [Roberts, Jack](#)

Extension 32812

Relationship Other

AvailabilityLotus Notes Status Out of office until
Monday, 20 Apr 2006Crew's local time Thursday, 13 Apr 2006
10:11 a.m. ET**Regular Hours**

Sunday

Monday 9 a.m. - 5:30 p.m.

Tuesday 9 a.m. - 5:30 p.m.

Wednesday 9 a.m. - 5:30 p.m.


Thursday 9 a.m. - 5:30 p.m.

Friday 9 a.m. - 5:30 p.m.

Saturday

Total Rewards History

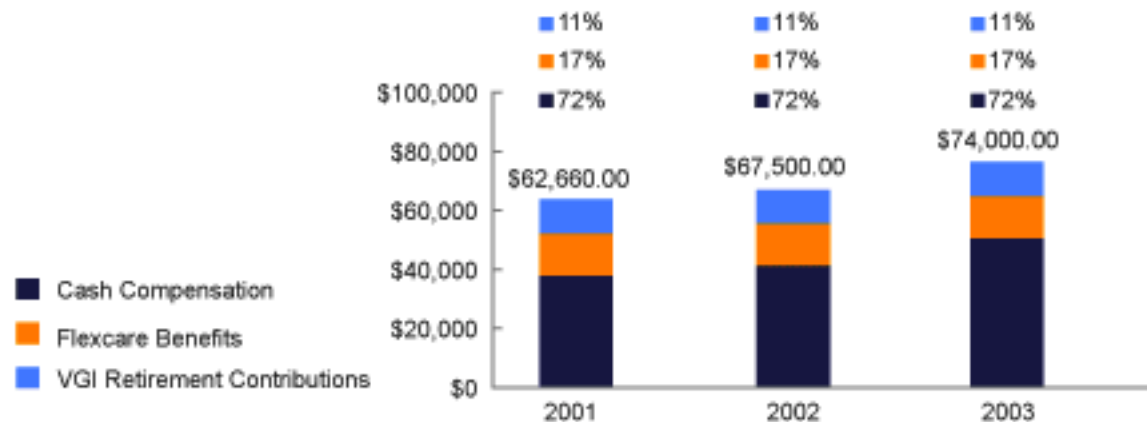
Johanna Swhietzerian-Smithsonian

 You will be automatically logged out of My Rewards after 5 minutes of inactivity.

[Logoff of My Rewards](#)

Total Rewards History

*As of 06/30/2004



Comparative Table

Definition of Terms

	2001	2002	2003	YTD*
Salary	\$45,000.00	\$50,000.00	\$57,000.00	\$60,000.00
Partnership: June Payment	\$1,000.00	\$1,200.00	\$1,500.00	\$0.00
Bonuses	\$9,000.00	\$10,800.00	\$2,000.00	\$0.00
Overtime Payment	\$1,000.00	\$2,000.00	\$2,000.00	\$2,000.00
Cash Compensation	\$62,000.00	\$64,000.00	\$68,000.00	N/A
Percent Change	N/A	5%	6%	N/A

Flexcare Benefits	\$7,600.00	\$7,000.00	\$9,600.00	\$10,000
Percent Change	N/A	2%	4%	N/A

VGI Retirement Contributions

Retirement Plan	\$4,500.00	\$5,300.00	\$5,800.00	\$2,500.00
401K Match	\$1,800.00	\$2,200.00	\$2,600.00	\$1,350.00
Social Security	\$2,500.00	\$2,700.00	\$2,900.00	\$1,500.00
Medicare	\$660.00	\$790.00	\$800.00	\$600.00
Retirement Total	\$2,000.00	\$2,900.00	\$3,300.00	\$2,000.00
Percent Change	N/A	3%	2%	N/A

Total Rewards	\$62,660.00	\$67,500.00	\$74,000.00	N/A
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Total Percent Change	N/A	10%	12%	N/A
Grade	E	E	F	F
Performance Rating	Exceeds	Exceeds	Exceeds	Accomplished

[How is the Total Rewards calculated?](#)

Related Items

[Benefits Election Confirmations](#)



My Rewards

Marla Driver

[Expand All](#) | [Collapse All](#)[Log Off My Rewards](#)

▶	My Total Rewards Summary	07/01/2004 - 06/30/2005
▶	Time Summary	For period ending 08/12/2005
▶	Payroll Summary	For period ending 08/12/2005
▼	Retirement & Savings Plan Summary	For period ending 08/22/2005

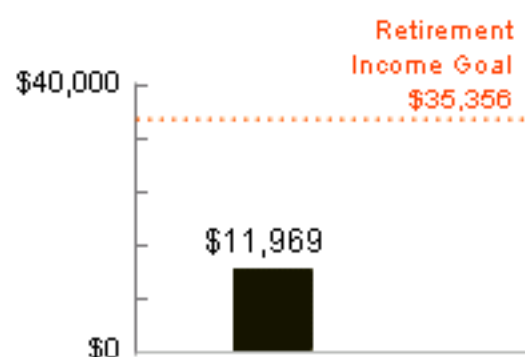


Based on your current 401(k) Payroll Deduction of 4% and saved values you will have a shortfall of upon retirement. To see how your goal is being calculated use the [CrewNet Retirement Planning Tool](#).

Retirement & Savings	\$31,045.25
Vested	\$31,045.25
401(k) Payroll Deduction	4%
Loan Balance	\$6,187.78

Retirement Contribution is part of your Total Rewards.

Projected Annual Retirement Income



Projections are based on your saved values and your current 401(k) deduction of 4%

[CrewNet Retirement Planning Tool](#)

[Retirement & Savings Plan Website](#)

[Contributions/OneStep\(TM\) Enrollment](#)

[Financial Advice](#)

[Financial Engines](#)

Reference: [Benefits: Retirement](#)

▶	FlexCare Benefits Summary	Elections as of 08/12/2005
▶	Partnership Summary	For period ending 08/12/2005
▶	Personal Information	

This summary illustrates your Total Rewards as a Vanguard crew member. It contains highlights of the Vanguard Retirement and Savings Plan and The Vanguard Group, Inc., Benefit Plan. If there are inconsistencies between any plan documents and this summary, the plan documents will control. All of the programs and plans described in this summary are subject to modification or discontinuation at any time at the sole discretion of the company. Nothing in this summary is intended to create a contract of employment between you and the company.

HR Contacts

[HR: Who to Contact](#)

Vanguard Benefits
x34BEN or
800-407-8576

HR Help Desk x32352

[Payroll Services](#)

Vanguard x42000
Retirement and Savings
Plan

[Compensation Hotline](#)

[Partnership Hotline](#)

Provider Contacts

[Aetna Navigator and Price-A-Dental](#)
1-877-238-6200

[Carebridge](#)
1-800-437-0911

[Caremark](#)
1-866-559-6903

[Crew Assistance Program \(CAP\)](#)
1-800-366-4841

[Hyatt Legal Svs](#)
1-800-821-6400

[Independence Blue Cross](#)
1-800-VGCREW2

My Rewards

Johanna Swhietzerian-Smithsonian

Recent News

>> Archive

Flexcare is coming - 2005 Highlights

Promo FlexCare vendor visits and brown bags/e-meetings

How much you pay for health benefits

How to change your benefits beneficiaries

Expand All | Collapse All

Logoff of My Rewards

▼ My Total Rewards Summary

7/1/03 - 6/30/04

Cash Compensation	\$65,000.00
Flexcare Benefits	\$5,000.00
VGI Retirement Contribution	\$10,000.00
*Total Rewards	\$80,000.00

*Calculation Explanation

Rolling 4 quarter Total: \$80,000

Cash Compensation

63% \$60,000

Flexcare Benefits

15% \$10,000

VGI Retirement Contributions

6% \$5,000

View Historical Information

Reference: Total Rewards

▼ Time Summary

For period ending 06/18/2004

Eligible PTO Hours	110.00
Hours Remaining	65.00
Hours Taken	45.00
Hours Requested	25 Nov., 7.50 27 Nov., 5.00
Hours Approved	11 Oct. - 15 Oct., 37.50 18 Oct. - 21 Oct., 30.00

Paid Time Off (PTO) is part of your Total Rewards.

Time & Labor

Request Leave of Absence

Reference: Payroll Services: Time Off
Benefits: Leave of Absence
Compensation: Partnership

▼ Payroll Summary

For period ending 06/18/2004

You have reached your 401k limit.
You have reached your Academic Assistance limit.

Check 111111 (Regular Pay)

Gross Pay	\$1,300.00
Overtime Pay (Gross)	\$300.00
Net Pay	\$1,000.00
PNC Bank	\$200.00
Wachovia Bank	\$800.00

Check 111112 (Partnership)

Gross Pay	\$4,300.00
Net Pay	\$4,000.00
PNC Bank	\$800.00
Wachovia Bank	\$3,200.00

Direct Pay is part of your Total Rewards.

My Paystubs

W-4 Tax Information

Direct Deposit

VIP Payroll Deduction

Reference: Payroll Services

▼ Retirement & Savings Plan Summary

For period ending 06/18/2004

Retirement & Savings	\$55,000.00
Vested	\$5,000.00
401k Payroll Contribution	10%
Loan Balance	\$5,000.00

VGI Retirement Contribution is part of your Total Rewards.

My Retirement Portfolios

Contributions/OneStep(TM) Enrollment

Financial Advice

Financial Engines

Reference: Benefits: Retirement

▼ Flexcare Benefits Summary

Elections as of 10/30/2003

Medical	PA Personal Choice, Family
Dental	Aetna Dental 2, Family
Vision	BC/BS 2, Family
Drug Prescription	Caremark, Family
Legal Plan	Waived
Purchased Vacation	37.50 Hours
Life Insurance	Supplemental 3x, \$700,000
Spousal Life	Option 6, \$100,000
Child Life	Option 4, \$10,000
Long-term Disability	LTD Pre-tax, 66.67% of Salary
Health Care	\$5,000.00 Pledged
Dependent Care	\$2,000.00 Pledged

Flexcare Benefits are part of your Total Rewards.

Benefits Enrollment

Report Life Events

Coverage for Dependents & Beneficiaries

Election Confirmations & Cancellations

Reference: Benefits
Work-Life Programs

▼ Partnership Summary

For period ending 06/18/2004

Verify Your Calculation of upcoming partnership payment for the 2005 payment year.

Partnership is part of your Total Rewards.

2004 Partnership Earnings Statement

Historical Partnership Earnings Statements

2003-2004 Partnership Related Hours

Time & Labor

Reference: Compensation: Partnership
Payroll Services: Time Off

▼ Personal Information

Legal Name	Johanna Swhietzerian-Smithsonian	Name Change
		Address & Telephone
		Emergency Contact
Crew ID	12345	Additional Personal Inf

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HR Contacts

Human Resources: Who to Contact

Benefits Information Center

800-818-7020

HR Helpline

x36041

Payroll Services

x14PAY

Vanguard Retirement and Savings Plan

x42000

Partnership Hotline

Compensation Hotline

Provider Contacts

Aetna Navigator and Price-A-Dental

877-238-6200

Carebridge

800-437-0911

Caremark

866-559-6903

Crew Assistance Program (CAP)

800-366-4841

Hyatt Legal Svs

800-821-6400

Independence Blue Cross

800-VGCREW2



Retirement Planning: Calculation Values

Marla Driver

[How is the retirement projection calculated?](#)

Log Off My Rewards

Desired Retirement Goal

*Retirement Age (55 - 100)	<input type="text" value="65"/>
*Life Expectancy (80 - 101)	<input type="text" value="95"/>
*Annual Retirement Income Goal (50% to 500%)	<input type="text" value="85"/> %

Annual Contributions

401(k) Payroll Deduction (0-44%)	<input type="text" value="4"/> %
Additional Annual Retirement Contribution	\$ <input type="text" value="0"/>

Current Balances

Retirement Plan Balance	\$31,045
401(k) Balance	\$0
Additional Retirement Savings Balance	\$ <input type="text" value="0"/>

Annual Returns & Inflation

Average Annual Investment Return (0-12%)	<input type="text" value="5.0"/> %
Assumed Inflation	4%
Current Annual Cash Compensation	\$42,931
Average Annual Compensation Increase (0-4%)	<input type="text" value="0"/> %

Social Security

Monthly Social Security Income	
Retire from 55 to 61	\$0
Retire from 62 to 65	\$ <input type="text" value="0"/>
Retire from 66 to 69	\$ <input type="text" value="0"/>
Retire on or after 70	\$ <input type="text" value="0"/>

* Required Fields

information prepoluated
from HR systems or
Vanguard.com

Related Items

[401\(k\) Payroll Deduction/OneStep\(TM\) Election](#)[Social Security Benefits Calculator](#)[Retirement & Savings Plan SPD](#)[Vanguard Retirement Policy](#)[Retirement Planning Tools at Vanguard.com](#)

Cancel

Reset to Default

Get Results

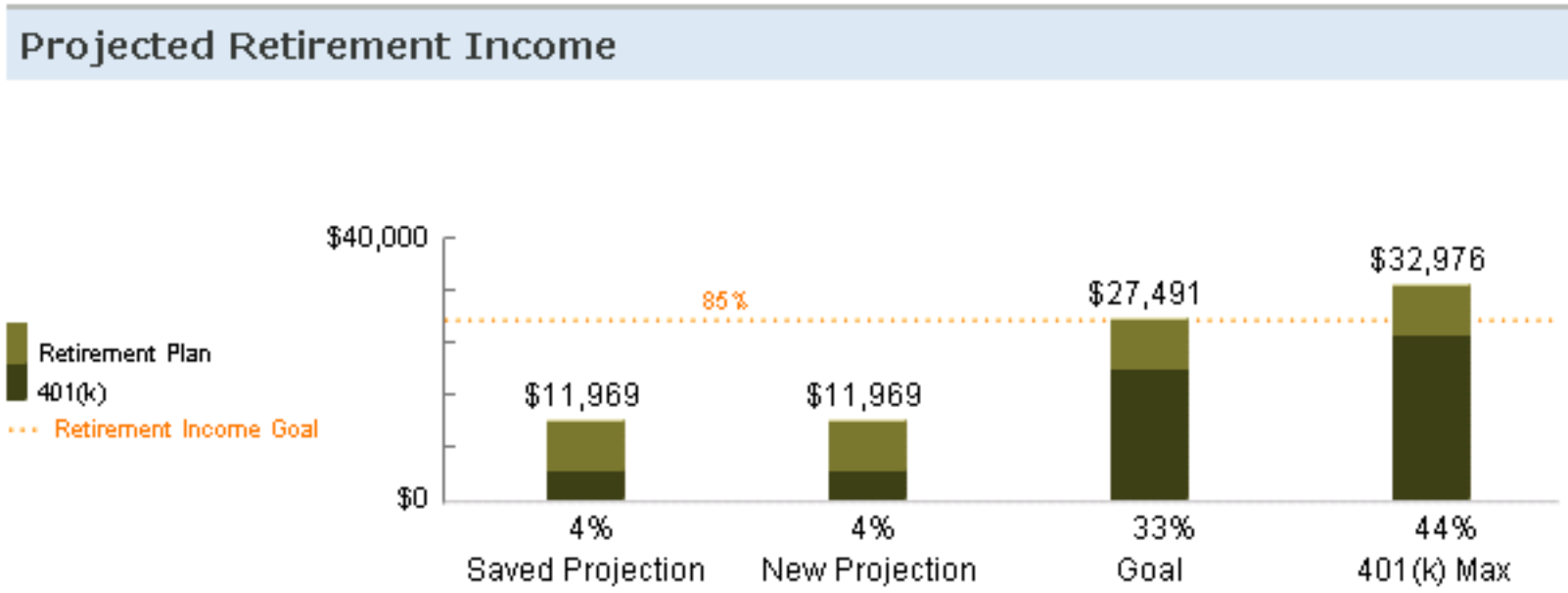
My CrewNet » My Rewards » Calculation Values »

Retirement Planning: Results

Marla Driver

[How is the retirement projection calculated?](#)

Log Off My Rewards



To reach your retirement goal, consider increasing your 401(k) deferral from 4.0% to 33.0% (about \$372 more from each of your paychecks), or adjusting other retirement parameters.

Annual Income (Today's Dollars)	Total Balance (in Future Dollars)			
	Saved Projection	New Projection	Goal	401(k) Max
Retirement Plan	\$7,687	\$7,687	\$7,687	\$7,687
401(k)	\$4,282	\$4,282	\$19,804	\$19,804
Social Security	\$0	\$0	\$0	\$0
Additional Retirement Savings	\$0	\$0	\$0	\$0
Projected Annual Retirement Income	\$11,969	\$11,969	\$27,491	\$32,976
Retirement Goal	*\$35,356	\$27,128	\$27,128	\$27,128
Retirement Goal Surplus/Shortfall	(\$23,387)	(\$15,159)	\$363	\$8,970

*The Retirement Goal could be different because of a change in Average Annual Compensation Increases, Annual Retirement Income Goal, or 401(k) Payroll Deduction.

Calculation Basis				
	Saved Projection	New Projection	Goal	401(k) Max
Retirement Age	65	65		
Life Expectancy	95	95		
Target for Retirement Annual Income	85.0%	85.0%		
401(k) Payroll Deduction	4.0%	4.0%	33.0%	44.0%
Additional Annual Retirement Contribution	\$0	\$0	\$0	\$0
Retirement Plan Balance	\$31,045	\$31,045		
401(k) Balance	\$0	\$0		
Additional Retirement Savings Balance	\$0	\$0		
Average Annual Investment Return	5.0%	5.0%		
Assumed Inflation	4%	4%		
Current Annual Cash Compensation	\$42,931	\$42,931		
Average Annual Compensation Increase	0.0%	0.0%		
Monthly Social Security Income	\$0	\$0		

Projected Retiree Medical Account Balance	
Retire at Age 65	\$137,500

If you are married, your spouse's account will have 50% of your balance.

- Related Items
- [401\(k\) Payroll Deduction/OneStep\(TM\) Election](#)
- [Retirement & Savings Plan SPD](#)
- [Vanguard Retirement Policy](#)
- [Retirement Planning Tools at Vanguard.com](#)
- [Financial Engines](#)



Confidential Crew Profile

Log Off



John Doe
x34861

Service Administrator

Information Technology > Web Services > 1060 - User Experience Group

610-503-4861

John_Doe@Vanguard.com

[Send E-mail](#) | [Send Meeting Invite](#) | [Add to My Contacts](#)

John Doe's Colleagues reporting to Sherry Ann Plesse

[Brian Nothacker](#)

[Gina Puzo](#)

[Kasey Edison](#)

[Roberta Alexander](#)

[Mara Williams](#)

[Kevin McCann](#)

[Brian Maialetti](#)

[Sharon Grubaugh](#)

[Thuy Nguyen](#)

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[Availability](#)

[Training Summary](#)

[Time Summary](#)

[Swiss Army Summary](#)

[Personal Development](#)

[Evaluation History](#)

[Cash Compensation History](#)

[Job History](#)