

Company Profile

Headquartered in Frazer, PA Cephalon, Inc. (NASDAQ:CEPH) is an international biopharmaceutical company dedicated to the discovery, development and commercialization of innovative products in four core therapeutic areas: central nervous system, pain, oncology and addiction.

A member of the Fortune 1000, Cephalon currently employs approximately 3,000 people in the United States and Europe.

I recommend TotalRewards Software and the team without hesitation for any company who would like to use an effective communication tool to illustrate the full cost of an employee's pay and benefits to them. Our employees' eyes were really opened by the great way this information was presented to them."

Chris Haak
(Former) Compensation Manager
Cephalon, Inc.

More than 500 companies have come to rely on TotalRewardsBuilder.com – the first, on-demand total compensation statement software to communicate total compensation value to employees, new hires and candidates.

To learn how TotalRewards Software, Inc. can maximize your company's investment in human capital, please contact us at toll free (866) 478-6428 or visit us at www.TotalRewardsSoftware.com.



Success Story: Cephalon, Inc.

Challenge

The challenge to Cephalon was multi-faceted: (1) to find a vendor with suitable online technology after previously having a vendor producing less than attractive paper based statements (2) find a vendor with the flexibility to provide a custom look and feel and (3) gain a level of trust that the new vendor would ensure data integrity from a data compilation and auditing standpoint.

Solution

Cephalon approached TotalRewards Software, Inc. (TRS) on the recommendation of an industry colleague. Using its TotalRewardsBuilder.com software platform, the TRS professional services team created a fully customized total rewards portal that employees login from work or home. The individual statements detail each employee's cash compensation along with the value of the benefits and retirement programs and the impact that value has on employees' total compensation. An accompanying newsletter style print statement was also included with the online statements.

Results

"TRS impressed us from the start with a very accommodating, flexible attitude toward the statements. Pricing was also very fair. We elected to use a custom template, and there were multiple calculations involved in determining our benefits values. We also appreciated the ability to define both custom statements and a custom website, rather than being forced to fit our company's plans into a standard template, said Chris Haak, Manager of Compensation at Cephalon.

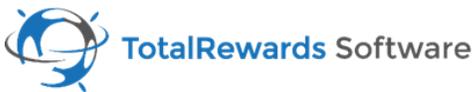
"The team at TRS asked the right questions and made sure our statements exceeded our expectations, including having 100% accuracy. The data collection and audit process at TRS worked great for me... I was able to do one-to-one matches for each employee's data, so I felt confident that not only were the actual statements spot-checked going to be perfect, but so was every other of 2,100-plus statements."

"The first year we used TRS for our compensation statements, employees were completely impressed. The statements' appearance changed from looking like they were made in someone's garage to beautiful professional documents.

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www.TotalRewardsSoftware.com

Financial Protection: Life & Disability Insurance		Coverage Level	Cephalon Pays
Life Insurance and AD&D This benefit is 100% company paid. If you die while an employee of Cephalon, our Life Insurance Plan will pay your beneficiary(ies) a benefit of two times your base pay. Cephalon pays Prudential Financial premiums on your behalf for this coverage. Links: Life Insurance and AD&D Plan Document	\$2,394,000	\$3,763	
Voluntary Life Insurance You have not elected to purchase additional life insurance coverage as shown to the right. We offer the option to buy additional term life insurance for you and your spouse and/or dependent children. Links: Life Insurance and AD&D Plan Document Life Insurance Enrollment/Change Form for Beneficiary Changes	Not Enrolled	Employee Paid	
Short-Term Disability (STD) STD coverage provides payment to you when your non-work related illness or injury keeps you out of work for more than 5 consecutive work days. Cephalon pays administrative costs on your behalf as shown to the right. If your disability claim is approved, Cephalon will pay you 100% of your salary for up to 12 weeks. Links: Short- and Long-Term Disability Plan Document How to File a Claim	100% of Salary	\$32	
Long-Term Disability (LTD) You have elected LTD coverage. LTD coverage provides payment to you when a serious illness or injury keeps you out of work beyond 90 days. If your disability claim is approved, you are eligible to receive 60% of your monthly salary, tax-free (subject to plan limits), paid by Prudential Financial. Links: Short- and Long-Term Disability Plan Document How to File a Claim	60% of Salary	Employee Paid	
Financial Protection Subtotal			\$3,795

Health & Well-Being: Medical, Dental & Reimbursement Accounts		Coverage Level	Cephalon Pays
Medical and Prescription Plan For a minimal monthly payroll deduction of \$2.00 per covered member, Cephalon's Open Access Plus health care plan covers a broad range of health care services and supplies, both in- and out-of-network, including prescription drugs. Links: Provider information and plan details Personalized healthcare information Documents specific to Cephalon's Open Access plan Medical Claim and Enrollment Forms	Family	\$17,433	
Dental Plan Cephalon provides at no cost to you or any covered family members, a Dental PPO Plan through Delta Dental. Our Plan encourages you to maintain good dental habits by helping you pay for a wide range of dental services both in- and out-of-network. Links: Provider information and plan details Summary of Cephalon's Dental benefits Dental Claim and Enrollment Form	Family	\$1,345	
Reimbursement Account: Health Care This pre-tax account can be used for medical or dental plan deductibles and co-payments, vision care expenses, or other eligible health care costs not covered by insurance. Cephalon pays WageWorks administrative fees on your behalf. Links: Reimbursement Account information Reimbursement Account Claim and Enrollment Forms	\$500	\$55	
Reimbursement Account: Dependent Care This pre-tax account is used for eligible day care expenses for your child or a dependent adult while you work. Cephalon pays WageWorks administrative fees on your behalf. Links: Reimbursement Account information Reimbursement Account Claim and Enrollment Forms	Not Enrolled	\$0	
Health & Well-Being Subtotal			\$18,833

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