

**2025**

**TOTAL  
REWARDS**



**PREPARED FOR:**  
**LAURA BROWN**

 **logo**



# TOTAL REWARDS

DEAR LAURA,

**A**BC COMPANY is committed to providing you with best-in-class compensation and benefits. This commitment is a cornerstone of our employee-first culture and the guiding principle behind our Total Rewards philosophy.

Each year, we evaluate our Total Rewards package against our industry and the broader employment market to ensure we provide the best value to you and your family. As part of this regular review, we're pleased to present your Total Rewards statement. This statement is a comprehensive overview of the total value of your employment with ABC Company, including your financial compensation, health, wellness and work-life-balance programs.

I want to thank those who participated in our recent benefits survey. Your answers provided valuable insight as we evaluate our current benefits and identify new offerings that are important to you. We plan to share any changes related to this feedback during our annual enrollment period later this year.

We're proud of the comprehensive benefits package we offer. We're especially pleased that, with your partnership, we have kept our healthcare plans

affordable, despite rising costs. For healthcare plan participants, it's more important than ever to manage your healthcare expenses. Your commitment to managing individual costs helps us offer affordable healthcare options and, ultimately, allows you to maximize your take-home pay. Some important ways you can manage costs include scheduling your well visits, taking advantage of preventive screenings and opting for telehealth services for common ailments.

I hope this statement is a helpful reminder of the benefits available to you and the ways you can make the most of your compensation package. I encourage you to review this document and send questions about your statement to your human resources team at [hr@abccompany.com](mailto:hr@abccompany.com).

Sincerely,

*Brian Johnson*

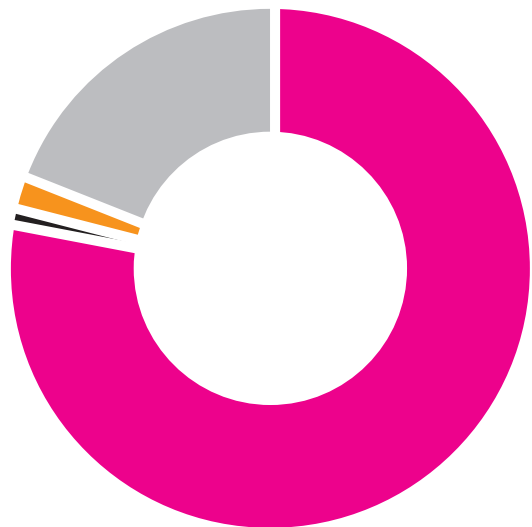
Brian Johnson  
Chief Human Resources Officer  
ABC Company

# YOUR 2025 TOTAL REWARDS STATEMENT

PREPARED FOR:  
LAURA BROWN

BENEFIT	ANNUAL COST	
	Company	Employee
Medical	\$4,144.06	\$7,804.74
Dental	\$437.74	\$747.84
Vision	\$498.23	\$108.35
Basic Life and AD&D	\$144.24	\$197.23
Short-term Disability	\$119.07	\$235.59
Long-term Disability	\$297.73	\$263.53
401(k) Plan	\$2,941.47	\$2,052.06
EAP	\$30.02	\$36.43
HSA	\$1,377.16	\$1,678.83
Medicare & Social Security <sup>1</sup>	\$6,977.02	\$2,094.82
Identity Protection	\$145.65	\$121.27
Commuter Benefits	\$984.38	\$373.51
Gym Membership	\$205.89	\$101.54
Total Benefits Cost	\$18,302.66	\$15,815.74
Plus Annual Base Salary <sup>3</sup>	\$77,015.98	
Annual Bonus	\$1,437.77	
Annual Holiday Pay	\$101.54	
Cash Compensation	\$80,221.76	
Your Total Rewards	\$98,524.42	

YOUR TOTAL REWARDS:  
**\$98,524.42**



<sup>1</sup> Estimated 20XX FICA taxes, based on estimated 20XX cash compensation  
<sup>2</sup> The combined aggregate cost of various benefits/perks, including our Hospitality's Employee Assistance Program and FedLogic Benefits.  
<sup>3</sup> Your annualized base salary, as of 4/25/20XX  
<sup>4</sup> Your 20XX targeted bonus payment, which may fluctuate based on company performance

Annual Base Salary	\$77,015.98	78.17%
2024 Target Bonus (ICP)	\$1,437.77	1.46%
2024 Target LTIP (RSU)	\$1,794.5	1.79%
Provided Benefits	\$18,576.8	18.58%

# BENEFIT DESCRIPTIONS

BELOW IS A BRIEF EXPLANATION OF SOME OF THE PLANS THAT ARE INCLUDED IN YOUR TOTAL REWARDS PACKAGE. MORE INFORMATION ABOUT YOUR BENEFITS CAN BE FOUND IN YOUR ADP PORTAL AND THE EMPLOYEE HANDBOOK.

HEALTH & WELLNESS	BENEFIT DESCRIPTIONS
Health and Welfare	A comprehensive lineup of core benefits, including medical, prescription drug, dental, and vision insurance. With different plan designs to fit your budget, you have the options to choose the plan(s) that work best for you and your family.
Life and Disability	The Company pays for your Basic life, AD&D, and Disability coverages. Additional Life and ADD insurance coverage is available for purchase for yourself and eligible dependents.
Wellness Program	Employees enrolled in the Company's medical plan can earn up to \$200 in wellness incentives through the LiveWell Rewards wellness program. The wellness program also includes nutritional workshops, fitness challenges, and other opportunities to promote a health lifestyle.
Employee Assistance Program	Resources for Living is a free resource for all employees and their families for confidential assistance in dealing with personal concerns. Services offered include counseling and relationship support, legal, financial and worklife balance and more.
FINANCIAL WELLBEING	BENEFIT DESCRIPTIONS
401(k) Savings Plan	Our tax-deferred 401(k) Savings Plan offers you many advantages over a typical savings account. You can contribute up to 40% of your pay to the 401(k) Savings Plan. Whether you prefer to contribute on pre-tax or after-tax (Roth) basis, the Company matches up to the first 4% you contribute.
Annual Merit Increase	Individual pay increases based on performance are consider annually for each eligible employee.
Long-term Incentive	Annual grant of Restricted Stock Units (RSUs) vesting period is over four years, with 25% of grant vesting each year (must be employed at time of vesting).
Tuition Reimbursement	Reimbursement up to \$4,000 annually for classes related to your current job or another position to which you may reasonably aspire. The course must lead to a degree from an accredited college or university.
Identity, Financial and Privacy Protection	Company-paid identity protection through Allstate. The plan includes identity and credit monitoring, credit score, and many other benefits.
FedLogic	FedLogic Provides you with help navigating state and federal benefits information and advocacy.
WORKLIFE & COMMUNITY	BENEFIT DESCRIPTIONS
Vacation and Sick Days*	All full-time employees are eligible for between 10-25 vacation days, depending on tenure with the company. Full-time employees are also eligible got up to 7 sick days per year for absences related to illness, injury, or medical appointments/care.
Volunteer Time Off	After one month of continuous service, employees can volunteer up to 8 hours per calendar year to give back to their communities.
Holidays, Bereavement, Jury Duty, and Voting Leave*	All full-time employees are eligible for additional paid time away from work.
Employee Perks and Comp Tickets	A full listing of available employee perks is located on the ADP portal. The company also provides xxxxxxxx, xxxxxxxxxxxx and xxxxxxxx vouchers annually.

\* See Employee Handbook for more details.

Important Facts - In preparing this personalized statement, we have made every effort to ensure the information depicted is accurate. The statement does not purport to be a complete description of any of the Company's benefit programs. The actual documents and summary plan descriptions which govern your benefit plans are formal and complex and this type of summary can only present an overview of your benefits. In the case of any conflict or omission, the legal Plan Documents must prevail. The Company expects to continue these plans, but reserves the right to modify or terminate any of them at any time.