

Your Total Compensation Statement

**YOUR
LOGO
HERE**

Next Year Projections

| | Contributions | |
|--------------------------------------|-----------------|------------------|
| | Employee | Company |
| Cash | | |
| Annual Earnings (pro-rated) | \$0 | \$177,035 |
| Corporate Bonus (pro-rated) | \$0 | \$57,227 |
| Total | \$0 | \$234,262 |
| Benefits | | |
| Medical | \$2,666 | \$17,214 |
| Dental | \$206 | \$1,313 |
| Vision | \$0 | \$184 |
| Wellness Allowance | \$0 | \$311 |
| Cell Phone | \$0 | \$585 |
| Voluntary Additional Coverage | \$110 | \$0 |
| FSA Plan Deductions (pre-tax) | \$6,969 | \$0 |
| Total | \$9,951 | \$19,644 |
| Income Protection | | |
| Life Insurance/AD&D | \$0 | \$330 |
| Short-Term Disability | \$0 | \$190 |
| Long-Term Disability | \$0 | \$374 |
| Total | \$0 | \$894 |
| Retirement Benefits | | |
| 401(K) Traditional/Roth Contribution | \$16,366 | \$7,082 |
| Medicare | \$2,436 | \$2,436 |
| Social Security | \$8,094 | \$8,094 |
| Total | \$26,896 | \$17,612 |
| Total | \$36,854 | \$271,662 |

| | Contributions | |
|--------------------------------------|-----------------|------------------|
| | Employee | Company |
| Projected Cash | | |
| Target Earnings | \$0 | \$265,220 |
| Target Corporate Bonus | \$0 | \$72,883 |
| Total | \$0 | \$337,067 |
| Projected Benefits | | |
| Medical | \$4,199 | \$27,194 |
| Dental | \$309 | \$1,973 |
| Vision | \$0 | \$277 |
| Wellness Allowance | \$0 | \$534 |
| Cell Phone | \$0 | \$854 |
| Voluntary Additional Coverage | \$166 | \$0 |
| FSA Plan Deductions (pre-tax) | \$7,159 | \$0 |
| Total | \$11,845 | \$30,880 |
| Projected Income Protection | | |
| Life Insurance/AD&D | \$0 | \$496 |
| Short-Term Disability | \$0 | \$286 |
| Long-Term Disability | \$0 | \$561 |
| Total | \$0 | \$1,345 |
| Projected Retirement Benefits | | |
| 401(K) Traditional/Roth Contribution | \$26,700 | \$10,590 |
| Medicare | \$2,436 | \$2,436 |
| Social Security | \$8,094 | \$8,094 |
| Total | \$37,230 | \$21,121 |
| Total | \$49,076 | \$391,407 |

Equity

An important component of your compensation includes the opportunity for ownership in the Company.

Annual Option Grant* 14,772
Annual Restricted Stock Units 2463
 *pro-rated; granted February

Employee Stock Purchase Plan Participation**
 **you may contribute up to 10% of base salary
 (subject to IRS limits)

Competitive Health and Financial Wellness Benefits

Medical Plans (HMO/PPO)

- Company covers 90% for employees and 85% for dependents

Dental PPO (adult/child)

- Company covers 90% for employees and 85% for dependents

Paid VSP Vision PPO

Paid Short-Term Disability & Long-Term Disability

Paid Basic Life and AD&D Insurance (2x annual earnings)

Paid Employee Assistance Program (EAP)

Paid Parental Leave up to 4 weeks

Paid Pregnancy Leave up to 8 weeks

401(K)

- Company offers a match of 100% on the first 4% of contributions. Immediate Vesting.

Employee Stock Purchase Plan (ESPP)

Pre-Tax Flexible Spending Account (FSA)

Employee Referral Bonus

On-site Daycare

Voluntary Life/AD&D

Voluntary Critical Illness & Accident

Animal Vet Insurance

Personal Wellness and Development Perks

We support your personal and professional needs by offering time-off opportunities for development and recognition plus perks.

- Holidays - 11 per year
- LinkedIn Learning - unlimited
- Events and fun activities
- Fitness club membership
- Vacation Time - up to 18 days per 12 months
- Monthly on-site lunches and breakfasts
- Professional Training and Development
- Continued education assistance
- Sick Time - up to 12 days
- Wellness Allowance
- Hybrid work schedule
- Bowling Club

Compensation and benefits numbers in this statement are based on your pay and benefits as of December 31 of prior year. While every effort has been made to ensure the accuracy of this statement, such accuracy is not guaranteed. Some benefit figures were estimated for the year based on your annual elections. Projected compensation and benefits numbers are only estimates and may change based on numerous factors. Nothing in this document is intended to alter the at-will nature of the employee/employer relationship.