



Your Total Rewards Statement for 2021

	Your Contributions	Company Contributions
Cash		
Annual Earnings (pro-rated)	\$0	\$62,293
Paid Bonus (pro-rated)	\$0	\$57,000
Total Cash	\$0	\$119,293
Benefits		
Actual Medical/Dental/Vision Cost	\$283	\$3,004
Total Benefits	\$283	\$3,004
Income Protection		
Life Insurance/AD&D	\$0	\$102
Short-Term Disability	\$0	\$56
Long-Term Disability	\$0	\$110
Total Income Protection	\$0	\$268
Retirement Benefits		
401(k) Contribution	\$3,143	\$1,691
Medicare	\$692	\$692
Social Security	\$2,961	\$2,961
Total Retirement Benefits	\$6,796	\$5,344
Total	\$7,079	\$127,605

Additional Benefits

COMPANY NAME offers additional perks to support both your personal and professional needs.

- Holidays – 11 per year
- Paid Time off - up to 15 days per calendar year
- Washington's paid sick leave
- Professional Training and Development
- Employee Recognition Program
- Vacation increase at 3 years
- Social Club events and fun activities
- Monthly on-site lunches and breakfasts
- Flexible Schedule

Dear Employee Name,

COMPANY NAME is pleased to present you with your personalized Total Rewards Statement for 2021 including projected earnings and targets for 2022. While cash compensation is the largest portion of your total compensation. A significant part of earnings are provided through equity as well as a comprehensive benefit including a competitive retirement plan with matching. COMPANY NAME prepared this statement to highlight the true value of your benefits package. You are a valuable asset and we thank you for your many contributions to COMPANY NAME's success!

Sincerely,

John Smith, President
and CEO

2022 Cash Projections

Target Salary	\$125,400
Target Bonus \$	\$15,000
Target Bonus %	15%

Equity

2021* Annual Option Grant	3,622
2021* Annual RSUs	235
<small>*pro-rated; granted 1/31/2021</small>	
2021 New Hire Option Grant	6,400

ESPP Participation you may contribute up to 10% of base salary. An important component of your compensation includes the opportunity for ownership in the Company.

Your Benefits Details

Healthcare Benefits

Company Name's Blue Cross Blue Shield PPO plans offer a \$20 co-pay for in-network office visits, a prescription copay of \$10/\$35/\$60 for generic/preferred/non-preferred, an annual deductible for individuals of either \$250 or \$1,000, coinsurance of 100% after the deductible is met, and an unlimited lifetime maximum. Company Name also offers Health Savings Account (HSA) with a deductible of \$2,500 for an individual. 100% coverage after the deductible is met. As an incentive, Company Name contributed to each participant's HSA account.

Dental Benefits

In-network preventative care is paid at 100%; basic restorative is covered at 90%; and major restorative at 60%.

Vision Benefits

Full service plan with generous in-network allowances for frames and contact lenses. Low in-network co-pays: \$10 for exams and \$10 for materials.

401(k) Retirement Plan

Company Name will match 50% of a participating employee's deferral up to 2%.