

Your 2015 Total Compensation Statement

Pyramid Global Advisors
1000 Main Street
Awesome, California 90210



Sam Sample
2500 Your Street
Your Town, California 95600

Dear Sam:

We have been asked on many occasions, what exactly is included in our Total Rewards package?

Many of us have a tendency to think of it solely as our "pay and benefits" - but the idea of Total Rewards is much more than that. It's a wide-ranging package of benefits and opportunities that belong to you.

Along with an awesome benefit package this past year, you had an **10%** increase in your base pay making your **2015 Salary \$110,000.00**. As you take the time to review your statement, reflect on each of these components:

- Cash Compensation
- Stock Options
- Benefits
- Work/Life Balance
- Performance and Recognition
- Career Opportunities and Development

As our company continues to grow and evolve, we continually seek to improve our technology and user experience. For the first we are excited to provide your personalized Total Rewards Statement online for you and your family to access and review anytime.

Sincerely,

A handwritten signature in black ink, appearing to be "A. B. F.", written in a cursive style.

Name

Title



Prepared Especially For: Sam Sample

CASH COMPENSATION AND BENEFITS SUMMARY

The amount of your total compensation from 2015 is much more than what is indicated in your yearly earnings statement. In addition to direct pay, it includes the value of your health care insurance, disability and life insurance, retirement benefits and government mandated benefits. Below, we break out your total compensation.

CASH COMPENSATION

	2015 Salary	2016 Salary
Annual Earnings	105000	\$110,000.00
Corporate Bonus		\$12,000.00
Car Allowance		\$12,000.00
Total:		\$134,000.00

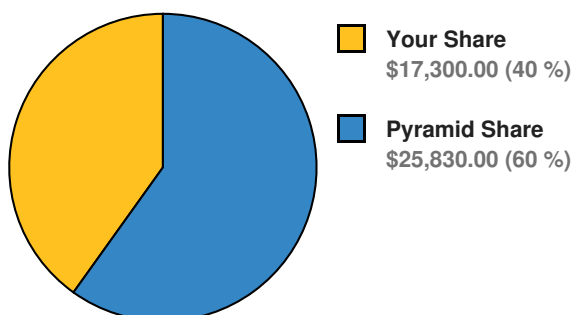
Data as of 12/31/2015.

STOCK

	2016 Salary
Unvested Performance Shares	\$23,000.00
Total:	\$23,000.00

BENEFITS	Plan	Coverage	Your Contribution	Pyramid Contribution
Medical Insurance	Kaiser	EE & Family	\$1,500.00	\$13,700.00
Health Savings Account			\$4,000.00	\$0.00
Dental Insurance	Delta	EE & Family	\$350.00	\$700.00
Vision Insurance	VSP	EE & Family	\$250.00	\$450.00
Life/AD&D Insurance	Hartford	60% of Salary	\$0.00	\$200.00
Short-Term Disability	Hartford		\$0.00	\$120.00
Long-Term Disability	Hartford		\$0.00	\$460.00
Social Security & Medicare			\$4,200.00	\$4,200.00
401(k) Retirement Plan	Fidelity		\$6,000.00	\$6,000.00
Roth			\$1,000.00	\$0.00
Total:			\$17,300.00	\$25,830.00

Data as of 12/31/2015.



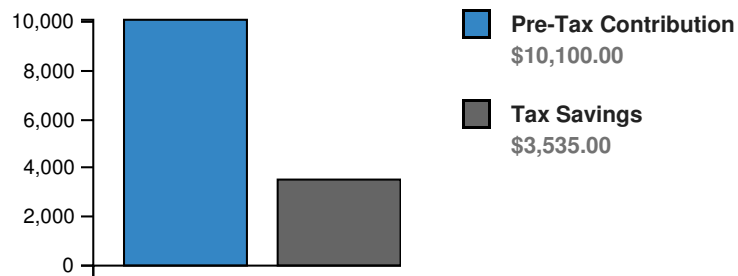
ESTIMATED TAX SAVINGS

We also offers you the opportunity to pay for additional benefits with pre-tax dollars. The following programs will save you tax dollars when you elect to pay for such benefits with pre-tax deferrals.

Program

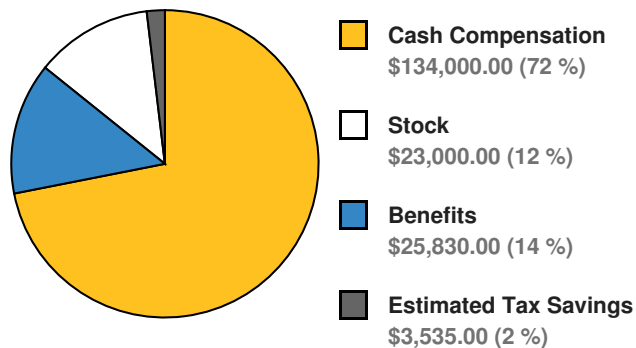
	2016 Salary
Medical Insurance	\$1,500.00
Health Savings Account	\$2,000.00
Dental Insurance	\$350.00
Vision Insurance	\$250.00
401(k) Retirement Plan	\$6,000.00
Total:	\$10,100.00

Based on 35% effective tax rate (federal, state, local and FICA taxes).



TOTAL COMPENSATION VALUE

The true value of your total compensation includes your direct pay, the company's contribution to your benefits and the consequent tax savings to you.



THE TOTAL VALUE OF YOUR COMPENSATION:

\$186,365.00

OTHER VALUABLE BENEFITS

We provide other valuable benefits that are not listed above. Below is a summary of those plans.

Vacation Pay	160 Hours	\$8,461.54
Holidays	10 Days	\$4,230.77
Sick Time	10 Days	\$4,230.77
Total:		\$16,923.08

PTO and Holiday values are based on your salary and eligibility as of 01/01/2015

STOCK

You are one of the select few employees that receive stock grants as a part of your compensation. The information below is based on data as of 12/31/2015. For real time stock information go to fidelity.com.

Grant Date	Option Type	Option Price	Shares Granted	Vested Balance	Unvested Shares	Shares Balance
4/21/15	RSU	0	25,000	0	25,000	25,000
3/31/15	PSU	0	18,750	0	18,750	18,750
3/31/15	PSU	0	18,750	0	18,750	18,750
4/15/14	PSU	0	7,500	0	7,500	7,500
4/16/13	PSU	0	12,500	0	12,500	12,500
4/16/13	PSU	0	12,500	0	12,500	12,500
3/16/10	NQSO	18.37	100,000	100,000	0	100,000
4/21/09	NQSO	16.16	100,000	100,000	0	100,000
Total:			295,000	200,000	95,000	295,000

Data as of 12/31/2015.

ADDITIONAL BENEFITS

Pyramid Global Advisors provides these additional programs and benefits:

- Summer Hours
- Lunch-n-Learn sessions, focusing on a variety of topics to expand employees knowledge and awareness.
- Leave Policies such as Bereavement Leave, Maternity Leave, and Paid Jury Duty Leave.
- Health Fair/Flu Shots.
- Matching Gift Program
- Gym Subsidy
- Employee Activities both on and off site.
- Paid Volunteer Time