



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 read "A. Smith".

Name
Title



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.

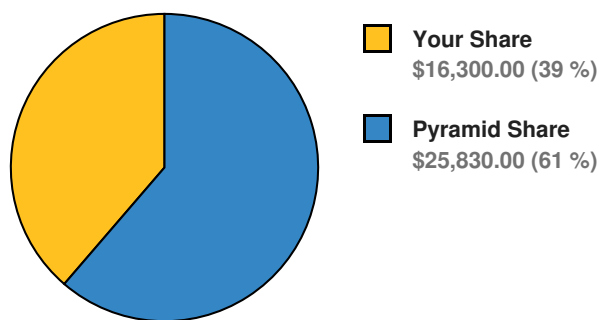
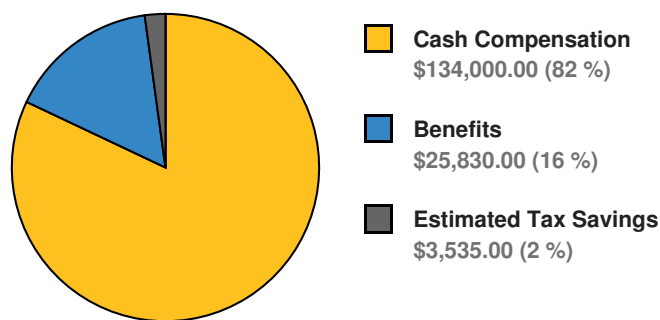
CASH COMPENSATION

Annual Earnings	\$110,000.00
Corporate Bonus	\$12,000.00
Car Allowance	\$12,000.00
Total:	\$134,000.00

Data as of 12/31/2015.

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
Total:			\$16,300.00	\$25,830.00

Data as of 12/31/2015.



THE TOTAL VALUE OF YOUR COMPENSATION:

\$163,365.00

You have saved tax dollars by paying for certain benefits with pre-tax contributions.

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

Sam Sample