



AAA Sample  
123 Sample St  
Roseville, California 95678

Dear AAA:

The management of TotalRewards CSM is pleased to present your personalized total compensation statement highlighting your total compensation package. Because your well-being is important to us, the benefit program is designed to furnish you with protection against financial devastation due to illness, disability, loss of work, retirement or death. Some of the benefits are mandated by Federal or State legislation; others are provided by the Company to attract and retain quality individuals. Often our day-to-day responsibilities distract us from knowing what protection we have and the value of that protection to us.

Enclosed is an outline and cost analysis of your company-sponsored benefits. Share this information with your family, too, so that they are aware of the benefits provided to them. If you have any questions, please email [totalrewardscsm@totalrewardssoftware.com](mailto:totalrewardscsm@totalrewardssoftware.com).

Thank you for your contributions to the company's success throughout the year.

Sincerely,

A handwritten signature in black ink that reads "Leslie Liu".

Leslie Liu  
Head, Customer Success



## CASH COMPENSATION AND BENEFITS SUMMARY

The amount of your total compensation from TotalRewards CSM 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.

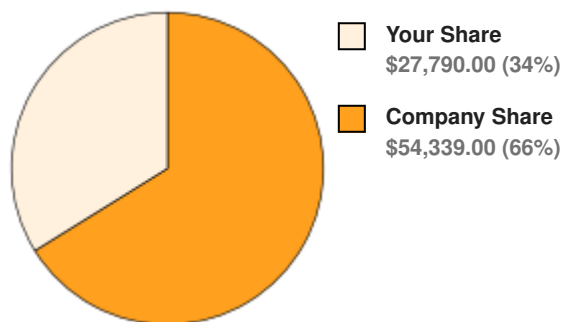
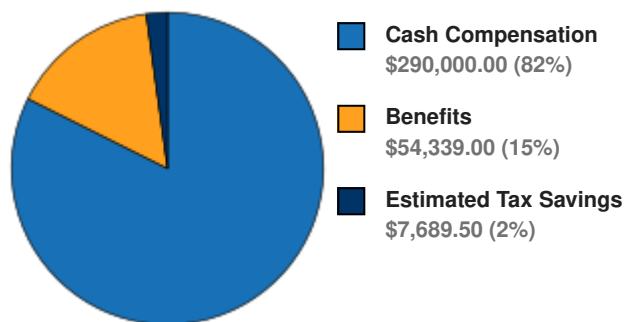
### CASH COMPENSATION

	Amount
Annual Earnings	\$280,000.00
Annual Bonus	\$10,000.00
<b>Total:</b>	<b>\$290,000.00</b>

Data as of 12/31/2024.

BENEFITS	Plan	Coverage	Your Contribution	Company Contribution	Total Contributions
Medical Insurance	Cigna	EE Only	\$1,234.00	\$2,345.00	\$3,579.00
Health Savings Account			\$500.00	\$0.00	\$500.00
Dental Insurance	Delta Dental	EE + Family	\$650.00	\$2,145.00	\$2,795.00
Vision Insurance	VSP	EE + Spouse	\$86.00	\$0.00	\$86.00
FSA Healthcare			\$1,500.00	\$0.00	\$1,500.00
Basic Life and AD&D Insurance			\$0.00	\$120.00	\$120.00
Short Term Disability			\$0.00	\$791.00	\$791.00
Long Term Disability			\$0.00	\$1,582.00	\$1,582.00
Unemployment Insurance			\$142.00	\$0.00	\$142.00
Social Security & Medicare			\$5,678.00	\$11,356.00	\$17,034.00
401(k) Retirement			\$18,000.00	\$36,000.00	\$54,000.00
<b>Total:</b>			<b>\$27,790.00</b>	<b>\$54,339.00</b>	<b>\$82,129.00</b>

The above benefit elections are based on 2024.



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

**THE TOTAL VALUE OF YOUR COMPENSATION:**

**\$352,028.50**

### OTHER VALUABLE BENEFITS

TotalRewards CSM provides other valuable benefits that are not listed above. Below is a summary of those plans.

Paid Time Off	10 Days	\$10,769.20
Birthday Leave	1 Day	\$1,076.92
<b>Total:</b>		<b>\$11,846.12</b>

PTO and Holiday values are based on your salary and eligibility as of 12/31/2024.