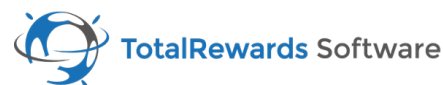


Your Personalized Total Compensation Statement

TotalRewards CSM Demo Site
201 Creekside Ridge Court Suite 190
Roseville, California 95678



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.

We have reviewed both the local and the national market to determine a competitive salary increase for your position in our industry for 2024. Your salary and total compensation are aligned with your designated pay range, as outlined below:

- **Market Start:** \$252,000.00
- **Market Mid:** \$280,000.00
- **Market Premium:** \$308,000.00

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.

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



Prepared Especially For: AAA Sample

CASH COMPENSATION AND BENEFITS SUMMARY

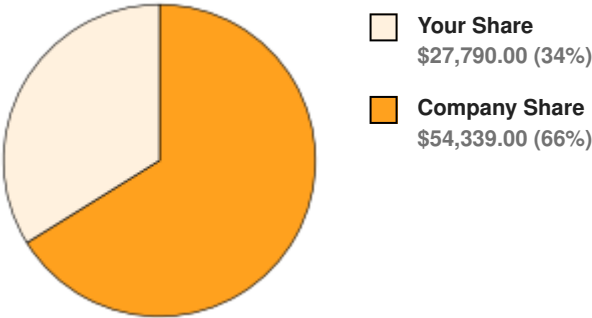
The amount of your total compensation from TotalRewards CSM is much more than what is indicated in your yearly earnings statement. In addition to direct pay, it includes the value of your health care insurance, disability and life insurance, retirement benefits and government mandated benefits. Below,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

CASH COMPENSATION	Amount
Annual Earnings	\$280,000.00
Annual Bonus	\$10,000.00
Total:	\$290,000.00

Data as of 12/31/2024.

BENEFITS	Plan	Coverage	Your Contribution	Company Contribution	Total Contribution
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
Total:			\$27,790.00	\$54,339.00	\$82,129.00

The above benefit elections are based on 2024.

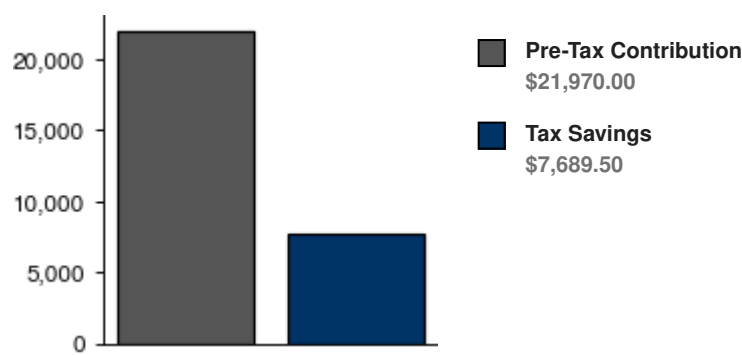


ESTIMATED TAX SAVINGS

TotalRewards CSM 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.

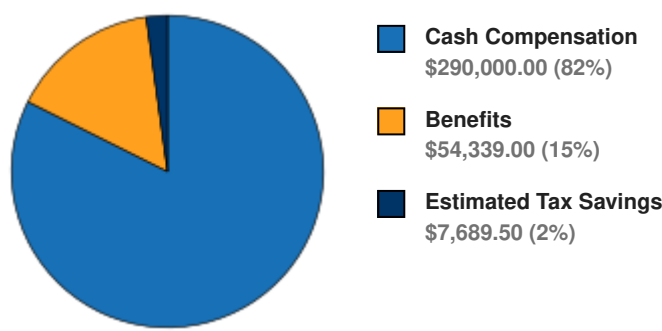
Program	Pre-Tax Contribution	Tax Savings
Medical Insurance	\$1,234.00	\$431.90
Health Savings Account	\$500.00	\$175.00
Dental Insurance	\$650.00	\$227.50
Vision Insurance	\$86.00	\$30.10
FSA Healthcare	\$1,500.00	\$525.00
401(k) Retirement	\$18,000.00	\$6,300.00
Total:	\$21,970.00	\$7,689.50

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:

\$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
Total:		\$11,846.12

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

ESPP

Our employee stock purchase plan (ESPP) is a compensation program in which participating employees can purchase company shares at the full IRS allowed discounted price (15% discount). Employees contribute to the plan through payroll deductions, with post-tax dollars. Contributions are limited to \$25,000 per calendar year by the IRS. The table below shows your stock shares, estimated value, and the purchase price for the date purchased.

Purchase Date	Purchase Price	Shares	Cost	Est. Value
12/31/23	\$670.00	670	\$1.00	\$788.00
3/31/22	\$562.00	1,124	\$2.00	\$1,577.00
9/30/21	\$562.00	1,124	\$2.00	\$1,577.00
Total:	\$1,794.00	2,918	\$5.00	\$3,942.00

Vesting schedule is based on the terms defined in your agreement.

MEDICAL INSURANCE

TotalRewards CSM offers several comprehensive and competitive medical plans, including a high deductible plan that is accompanied by a Health Savings Account. All three plans offer some preventive care at no cost and help cover the costs of prescription drugs.

DENTAL AND VISION INSURANCE

All TotalRewards CSM dental coverage options include preventive care, basic services and major restorative care for you and your family. You can choose from an in-network only plan or a plan that has an unrestricted network. Our vision plans offer savings on eye exams, eyeglasses and contact lenses.

PAID TIME-OFF (PTO)

Paid Time-Off (PTO) for vacation and tending to personal matters is provided to eligible employees. The amount of time an employee receives is based on length of service with the Company.

BEREAVEMENT LEAVE

Experiencing a death in one's immediate family can be a very difficult time. The Genex Bereavement Leave benefit provides some compensation to regular, full-time employees for the loss of earnings related to a death in one's immediate family.

Absences due to death in the immediate family (spouse, domestic partner, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, parent of domestic partner) will be excused and paid up to maximum of three (3) consecutive business days.

ADDITIONAL PERKS

You may be eligible for additional benefits not mentioned so far such as:

- Spot Bonus
- Medical, Maternity, Military Leave
- Gym Subsidy
- Assist America Travel Benefit
- Length of Service Program
- Employee Referral Bonuses
- Education Reimbursement

Facts About This Report

This statement is intended to summarize the value of the company's benefit program as it relates to your total compensation. Reasonable measures have been taken to report this information accurately. Payment of any benefit, however, is subject to the actual conditions and terms of the applicable plans rather than to any information contained in this report. The amount of any benefits will be determined in accordance with the legal documents establishing the various plans. This report does not constitute such a legal document.