

Themes

Features	Classic	Rewards	Reakt
Personalized Logo	✓	✓	✓
Configurable HTML Content	✓	✓	✓
Hyperlinks	✓	✓	✓
Chart Options			
• Pie Chart	✓	✓	✓
• Bar Chart	✓	✓	✓
• Doughnut Chart		✓	✓
• Interactive			✓
Color Customization			
• General Theme	✓	✓	✓
• Charts	✓	✓	✓
• Benefit Group		✓	✓
Side Images	✓		
Banner Images		✓	✓
Rewards Summary		✓	✓
Visual Content			✓
Jump-to-section			✓

Classic Theme

Welcome Page



Your 2023 Personalized Total Compensation Statement

[Print](#)[Logout](#)[Welcome](#)[Compensation](#)[Company Culture](#)[Work Life Balance](#)[Health & Wellness](#)[Financial & Retirement](#)

Welcome

Prepared Especially For: Pat Sample

Dear Pat:

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.

As you take the time to review your statement, reflect on each of these components:

- Cash Compensation
- Benefits
- Our Culture
- Professional Development
- Work/Life Balance

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,

Name

Title




Videos ...



TRS Video

Classic Theme

Summary Page


Your 2023 Personalized Total Compensation Statement

PrintLogout

Welcome
Compensation
Company Culture
Work Life Balance
Health & Wellness
Financial & Retirement

Cash Compensation and Benefits Summary

In addition to direct pay, your total rewards package 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
Wages	\$98,000.00
Bonus	\$6,500.00
Total:	\$104,500.00

Date as of Date

EQUITY AWARDS	Amount
RSUs	\$6,500.00
Total:	\$6,500.00

BENEFITS	Plan	Coverage	Your Contribution	Company Contributions
Medical Insurance	BCBS	Employee Only	\$1,227.00	\$8,622.00
Dental Insurance	Delta PGP	Employee Only	\$144.82	\$278.46
Vision Insurance	VSP	Employee Only	\$78.00	\$78.00
FSA Healthcare	BASIC		\$1,500.00	\$1,500.00
Life and AD&D Ins.	Prudential	1x Salary	\$0.00	\$175.00
Short-Term Disability		66% of Salary	\$0.00	\$200.00
Long-Term Disability		Up to \$7,500.00	\$0.00	\$300.00
Employee Assistance Plan			\$0.00	\$50.00
Commuter Stipend			\$0.00	\$1,200.00
Professional Development			\$0.00	\$1,500.00
401(k) Retirement Plan			\$3,500.00	\$3,500.00
Social Security/Medicare			\$5,500.00	\$5,500.00
Total:			\$11,957.82	\$22,920.46

The above totals equal Envision Technologies Contribution to your benefits from

Your Share
\$11,957.82 (34%)

Company Share
\$22,920.46 (66%)

ESTIMATED TAX SAVINGS

We also offer 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	\$1,227.00	\$429.45
Dental Insurance	\$144.82	\$50.69
Vision Insurance	\$78.00	\$27.30
FSA Healthcare	\$1,500.00	\$525.00
401(k) Retirement Plan	\$5,500.00	\$1,927.80
Total:	\$8,457.82	\$2,960.24

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.

Cash Compensation
\$104,500.00 (76%)

Equity Awards
\$6,500.00 (5%)

Benefits
\$22,920.46 (17%)

Estimated Tax Savings
\$2,960.24 (2%)

THE TOTAL VALUE OF YOUR COMPENSATION:


\$136,880.70

PAID TIME OFF


We recognize the importance of responding to your personal needs. We believe that time away from work can relieve stress, boost productivity and promote good health. For this reason, the Company grants employees various forms of paid time off.

PTO	15 Days	\$4,332.00
Holidays	10 Days	\$2,875.00
Total:		\$7,187.00

PTO and Holiday values are based on your salary and eligibility as of date.



Date as of Jun 15, 2023



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Classic Theme

Content Page



Your 2023 Personalized Total Compensation Statement

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Welcome

Compensation

Company Culture

Work Life Balance

Health & Wellness

Financial & Retirement

Company Culture

Core Values

It takes a great deal of effort, work, and commitment to build an enduring organization. If our team members do not have the same core values as the company, it simply would not happen, that is why we hire to our core values. When our team members practice and live by the same core values we can all accomplish our goals and take pride in what we do. Here are the principles that guide us...

WE PRACTICE OPEN, HONEST COMMUNICATION
WE HONOR OUR COMMITMENTS
WE CONTINUOUSLY IMPROVE AND INNOVATE
WE MAKE OUR OWN OPPORTUNITIES
WE FACE CHALLENGES WITH OPTIMISM
WE SUCCEED TOGETHER

Professional Development

Development Dimensions International (DDI): a renowned leadership development program designed to develop interpersonal and leadership skills through behavior modeling and practice.

HRDQ: A leading source of employee training materials and courses for skill-building, performance improvement, collaborative competency, diversity, and awareness.

Internally-designed Programs: Much of our training is developed in-house at your company to specifically address the needs of our associates. We have created training modules in relationships, leadership, strategic thinking, decision making, mentoring, and more.

Partnership programs: We work with New Horizons Computer Learning Centers and Honda to provide computer skills training and quality assurance classes.



Rewards Theme

Welcome Page



WELCOME

Prepared Especially For: Sam Sample

Dear Sam:

Sample Site 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 more than your annual compensation of **\$150,000.00**. Share this information with your family, too, so that they are aware of the benefits provided to them. If you have any questions, please contact Human Resources.

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

TOTAL VALUE OF YOUR COMPENSATION: \$150,000.00

Sincerely,



Desire Sandbox
CEO



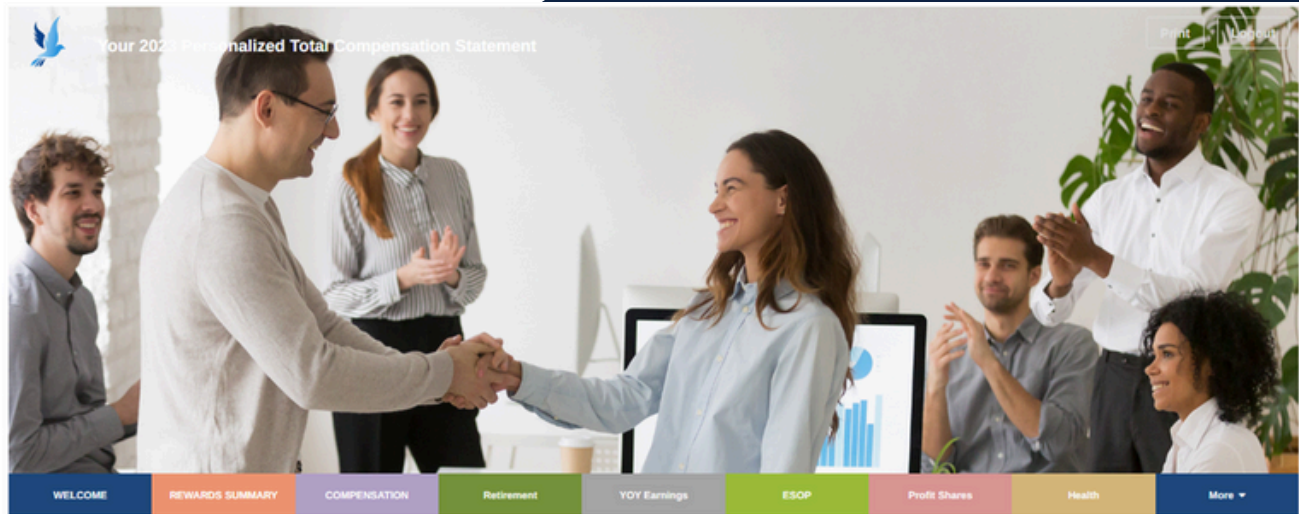
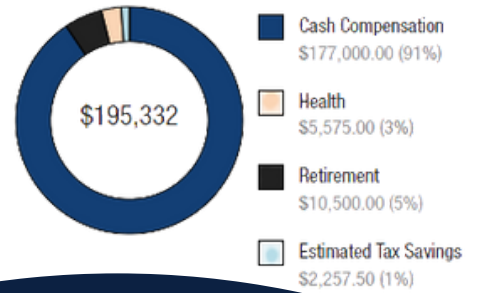
Videos ...



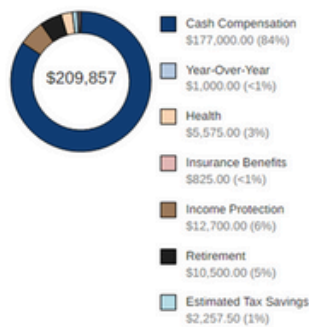
Your Benefits

Rewards Theme

Summary Page



Your Rewards Summary



Programs

Cash Compensation

Year-Over-Year

Health

Insurance Benefits

Income Protection

Retirement

Estimated Tax Savings

Total

2022 Amount

\$177,000.00

\$1,000.00

\$5,575.00

\$825.00

\$12,700.00

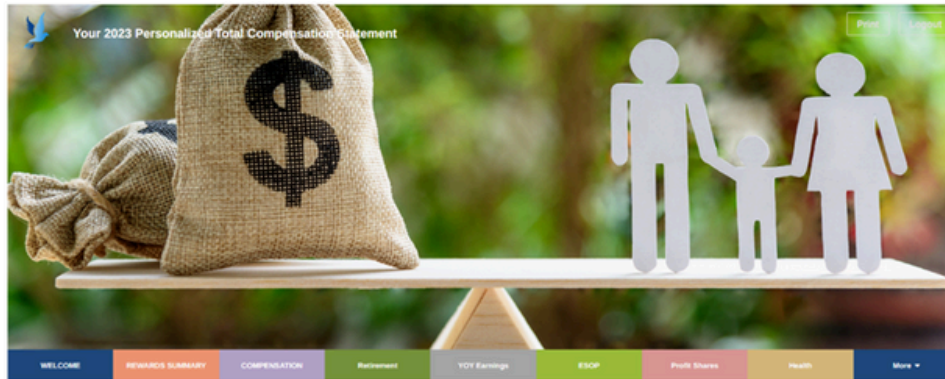
\$10,500.00

\$2,257.50

\$209,857.50

Rewards Theme

Compensation Page



Cash Compensation and Benefits Summary

The amount of your total compensation from December 31, 2023 is much more than what is indicated in your yearly earnings statement of **\$150,000.00**. 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	2021 Amount	2022 Amount	2023 Amount
Salary		\$5,000.00	\$150,000.00
Annual Bonus ¹	\$5,000.00	\$10,000.00	\$11,000.00
Referral Bonus	\$500.00	\$2,500.00	\$5,000.00
Commission			\$11,000.00
Total:			\$177,000.00

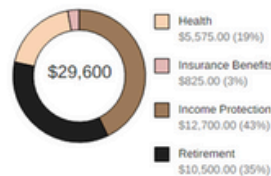
Data as of December 31, 2023.

¹ Bonus is based on target quota of the year.

YEAR-OVER-YEAR	2022 Amount
2023 Salary	\$1,000.00
Total:	\$1,000.00

BENEFITS	Plan	Coverage	Your Contribution	Company Contribution
Health				
Medical Insurance		Family	\$1,500.00	\$2,500.00
Dental Insurance	Delta Dental	Employee and Spouse	\$450.00	\$575.00
Vision Insurance	VSP		\$0.00	\$2,500.00
Insurance Benefits				
AD&D Insurance	MetLife		\$0.00	\$250.00
Supplemental Life Insurance		\$150,000	\$575.00	\$575.00
Income Protection				
Short-Term Disability	The Standard	60% of Weekly Salary	\$0.00	\$4,650.00
Long-Term Disability	The Standard	60% of Monthly Salary	\$3,500.00	\$4,000.00
State Unemployment Insurance			\$4,050.00	\$4,050.00
Retirement				
401(k) Retirement Plan			\$4,500.00	\$5,500.00
Social Security / Medicare			\$0.00	\$5,000.00
Total:			\$14,575.00	\$29,600.00

The above benefit elections are based on December 31, 2023.



ESTIMATED TAX SAVINGS

Sample Site 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	\$1,500.00	\$525.00
Dental Insurance	\$450.00	\$157.50
401 (k) Retirement Plan	\$4,500.00	\$1,575.00
Total:	\$6,450.00	\$2,257.50

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



Rewards Theme

Content Page



Your 2023 Personalized Total Compensation Statement

TotalRewards Software

Print Logout



WELCOME REWARDS SUMMARY COMPENSATION Retirement YOY Earnings ESOP Profit Shares Health More ▾ Other Benefits

Other Benefits

Other Benefits

In addition to the benefits already mentioned, Sample site offers a variety of other benefit perks that employees may enjoy.

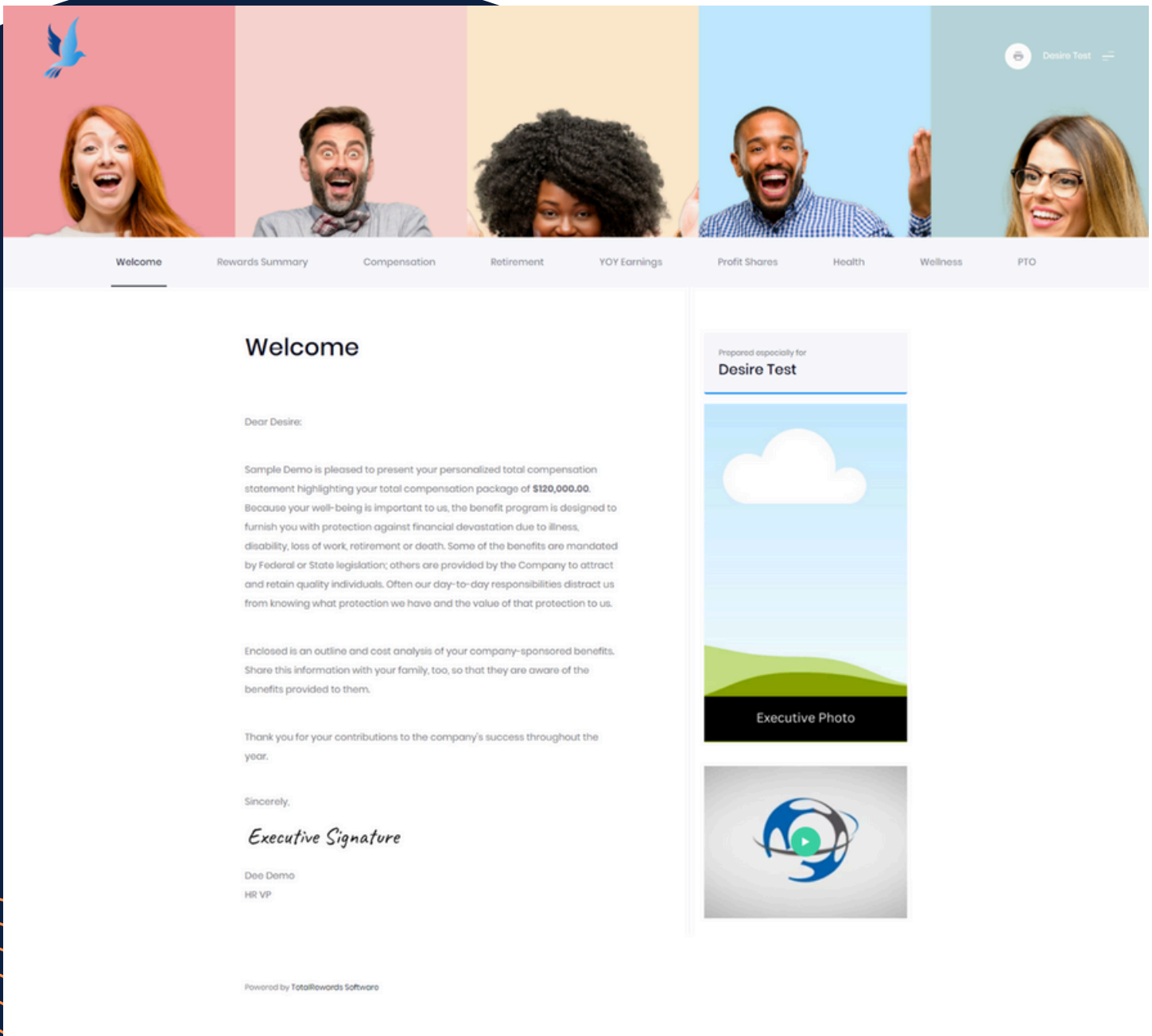
- Up to 5% match, loans and hardship withdrawals
- Camp and Birthday Parties at - 10% discount
- Community Programs & Free Entertainment Discounts
- Padres & Tickets at Work Fitness Discounts
- 24 Hour Fitness & YMCA Health Advocate
- Professional support for healthcare and insurance issues
- Nonprofit Management Solutions Membership - Professional development classes
- Mutique - 25% off merchandise, 15% off pet food (APR and ESC only)
- Passport Card - Discounts at local, regional and national businesses
- Pet Adoptions
- FreePet Euthanasia and Cremation
- Free Pet Spay/Neuter & Vaccines
- FreePet Training Classes and Consultations - 50% discount on Core Classes
- Pets at Work Program
- Purina for Professionals (P4P) - Discounted pet food program
- PetFirst Pet Insurance - 15% discount on individual policies
- TrueConnect Employee Loan Program
- VCA Animal Hospitals - 20% discount, not for emergency or specialty services
- Verizon - 15% discount (excluding unlimited plans)
- WallyPark - 30% discount on airport parking


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TotalRewards Software


Prev Next

Reakt Theme

Welcome Page







Welcome Rewards Summary Compensation Retirement YOY Earnings Profit Shares Health Wellness PTO

Welcome

Dear Desire:

Sample Demo is pleased to present your personalized total compensation statement highlighting your total compensation package of **\$120,000.00**. 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.


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


Sincerely,


Executive Signature

Dee Demo
HR VP

Prepared especially for
Desire Test



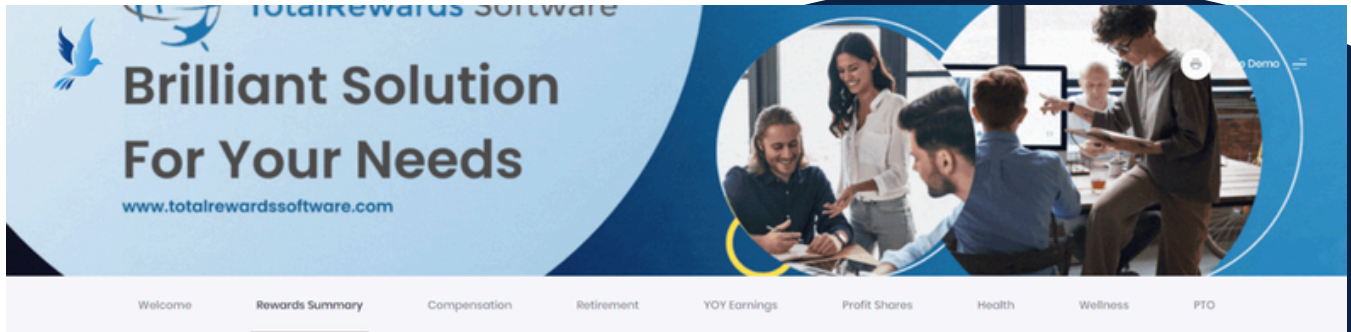
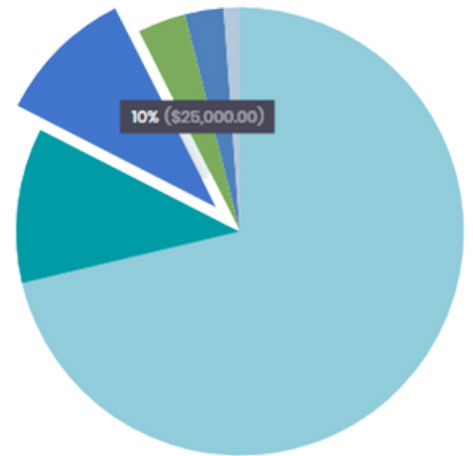

Executive Photo



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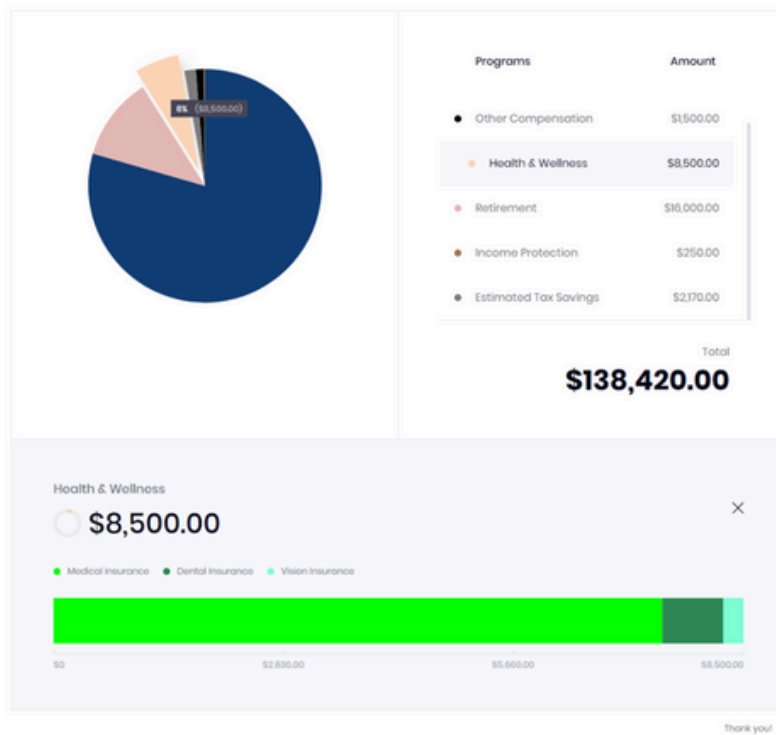
Reakt Theme

Summary Page



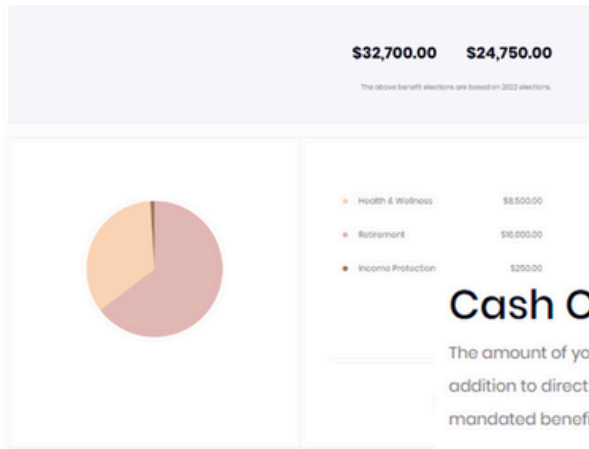
Your rewards summary

Please see snapshot of your TotalRewards Compensation



Reakt Theme

Compensation Page

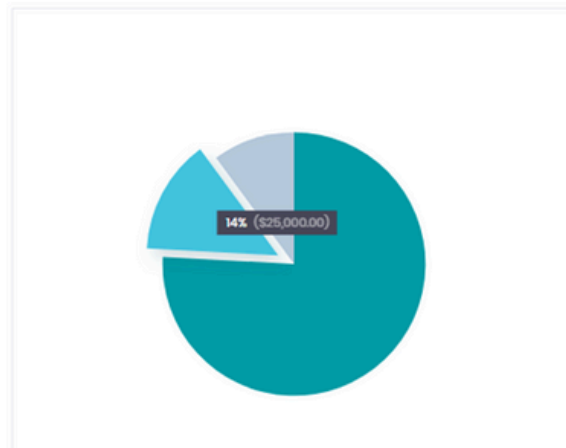


Cash Compensation and Benefits Summary

The amount of your total compensation from your company 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.

Estimated Tax Savings

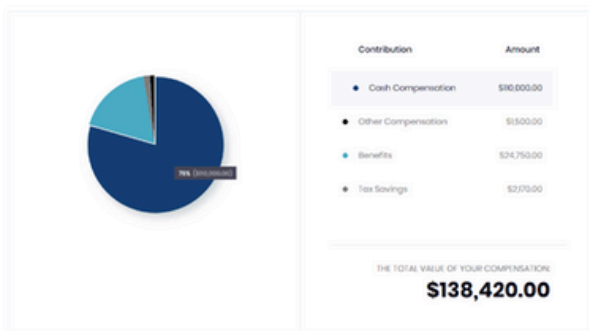
Sample Demo also offers you the opportunity to pay for additional benefits with pre-tax dollars. The following shows the estimated tax savings when you elect to pay for such benefits with pre-tax deferrals.



Cash Compensation	Amount
Annual Wages	\$135,000.00
Bonus	\$25,000.00
Auto Allowance	\$18,000.00

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.

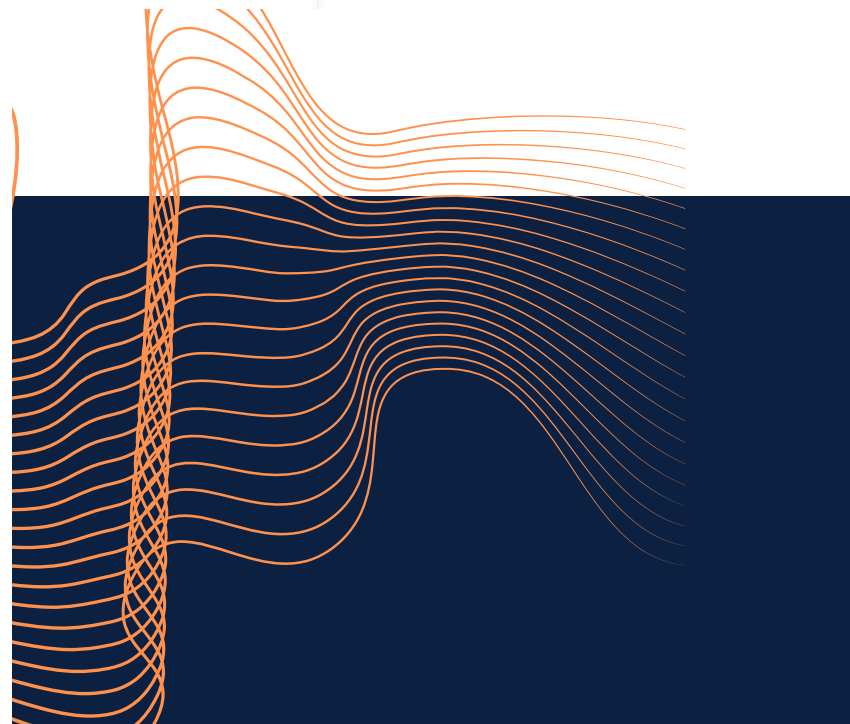


Other Valuable Benefits

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

Paid Time Off	15.00 Days	\$1,000.00
Sick Leave	10.00 Days	\$800.00
		Total \$1,800.00

PFO and sick leave values are based on your salary and eligibility as of 2022.



Reakt Theme

Content Page

Work Life Balance

Flexibility



Flexible Leave Policy

In recent years, we have updated our leave policies to better fit your needs.

Instead of offering specific amounts of sick or vacation days, we combined them into a general category called PTO (paid time off).

Our flexible leave policy is a work-life balance initiative where you don't have to account for how you are using your time off.



Flexible Scheduling

Now that our world is so connected, it's not always necessary for a strict 9-to-5 schedule. We want our employees have more scheduling flexibility. For your department we offer remote work options, adjusted commute time and results oriented scheduling.

To download our flexible spending policy click [here](#)

Family-friendly environment

We are constantly looking for ways to become more family-friendly. We offer on-site or sponsored childcare and after school programs.

We have family outings, career days, and family leave is also an option for employees who might need to take time off to care for a family member.

