

# Themes

[TotalRewardsSoftware.com](http://TotalRewardsSoftware.com)



# Theme Choices




## Classic Theme



## Rewards Theme



## Reakt Theme

Your 2023 Personalized Total Compensation Statement

PrintLogout

WelcomeCompensationCompany CultureWork Life BalanceHealth & WellnessFinancial & 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.

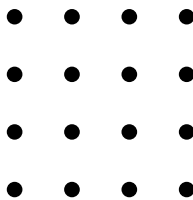
Sincerely,

Name  
Title

Videos ...



TRS Video





# Theme Choices



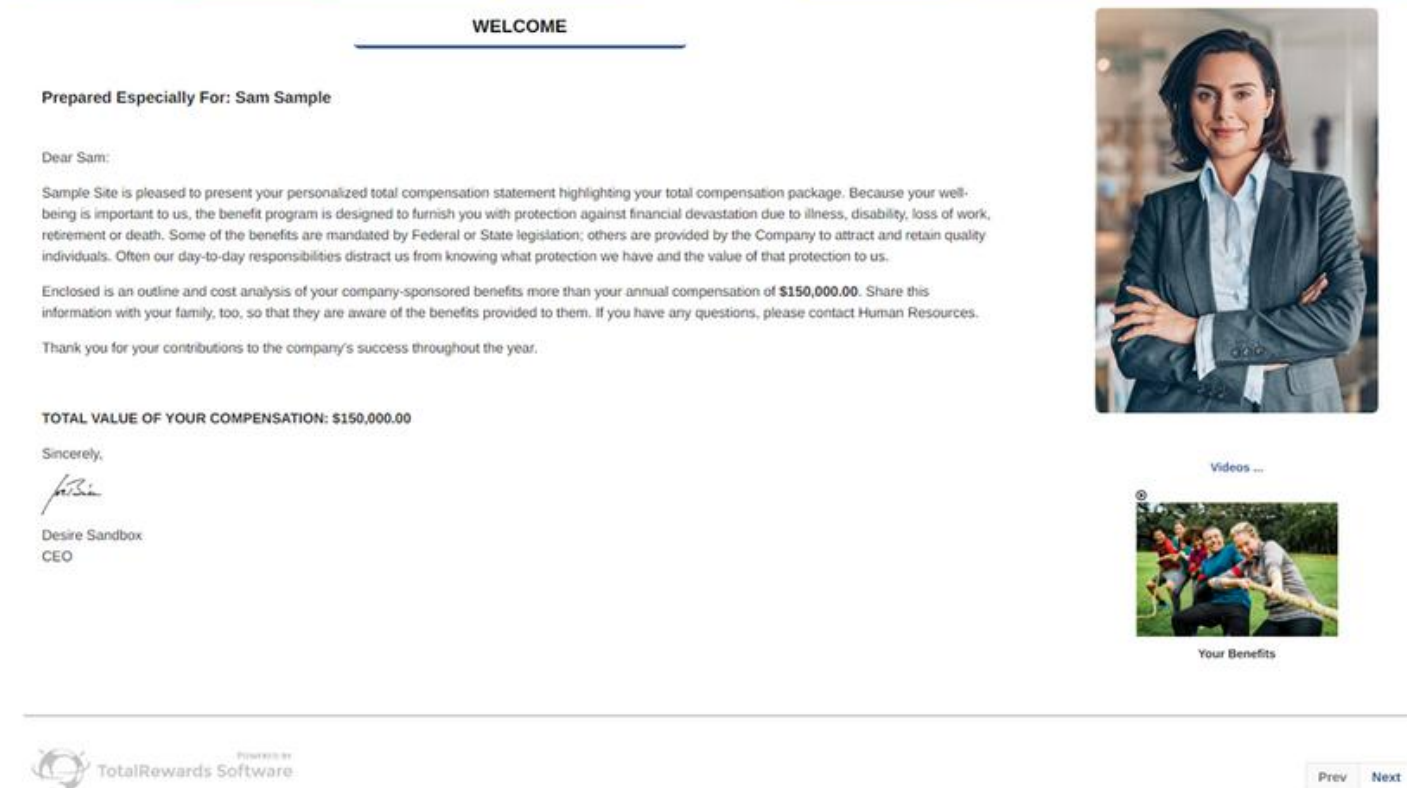
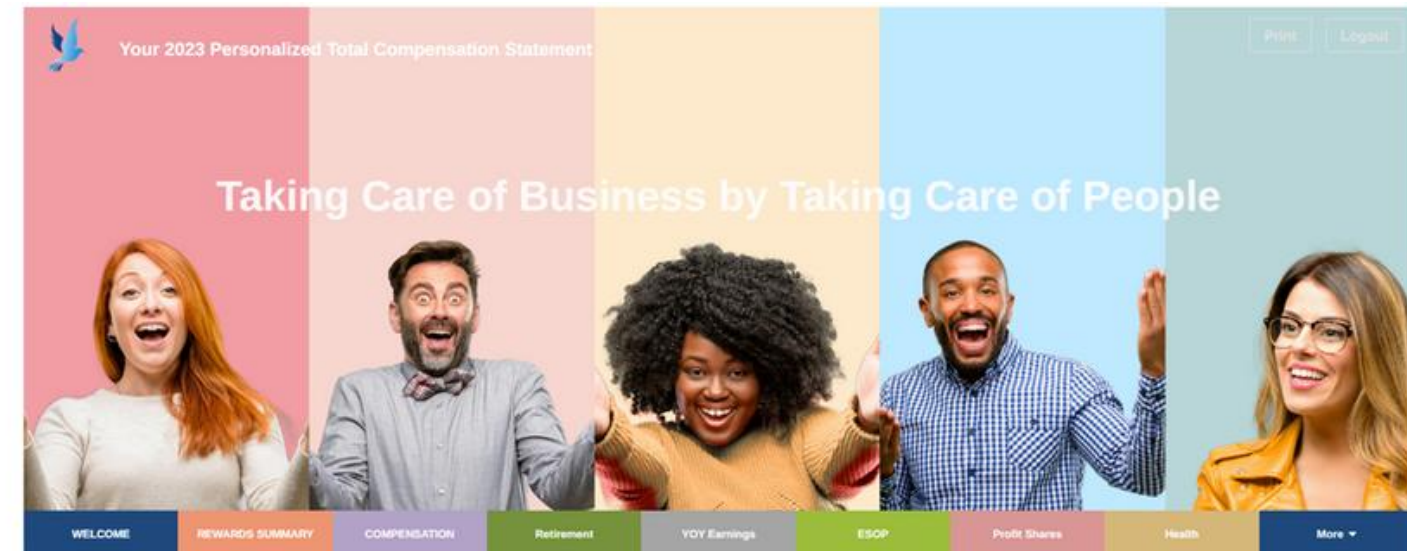
## Classic Theme



## Rewards Theme



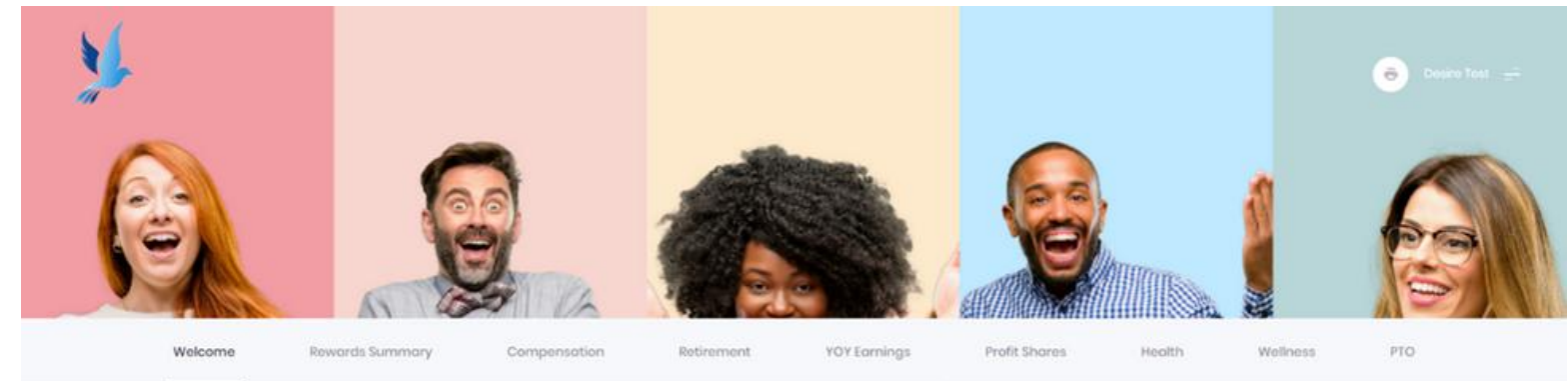
## Reakt Theme



# Theme Choices



## Classic Theme



## Rewards Theme



## Reakt Theme

### 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*

Desi Demo  
HR VP

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# Classic Theme

Welcome

Compensation

Content

Our classic theme is included with our Professional Edition and Includes...

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- Your Logo
- Choice of two of your corporate colors
- Image on Welcome page
- HTML Editor Content Pages
- Web links



Your 2023 Personalized Total Compensation Statement

Print

Logout

Welcome

Compensation

Company Culture

Work Life Balance

Health & Wellness

Financial & Retirement

Welcome

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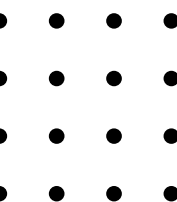
Name  
Title



Videos ...



TRS Video





# Classic Theme

Welcome

Compensation

Content

## 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	\$5,508.00	\$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.



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	\$4,312.00
Holidays	10 Days	\$2,875.00
Total:		\$7,187.00

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



## Your 2023 Personalized Total Compensation Statement

Print Logout

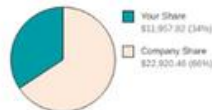
Welcome Compensation Company Culture Work Life Balance Health & Wellness Financial & Retirement

### 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			
Data as of Date:					
EQUITY AWARDS		Amount			
RSUs		\$6,500.00			
Total:		\$6,500.00			
BENEFITS		Plan	Coverage	Your Contribution	Company Contribution
Medical Insurance		BCBS	Employee Only	\$1,227.00	\$0.622
Dental Insurance		Delta PDP	Employee Only	\$144.82	\$278.48
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	\$0.00
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				\$5,508.00	\$5,508.00
Total:				\$11,957.82	\$22,920.46

The above items equal Emerson Technologies' Contribution to your benefits total.



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Prev Next



# Classic Theme

Welcome

Compensation

Content



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

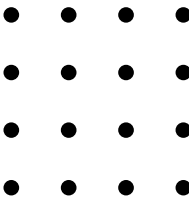
Professional Development

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 Summary Compensation Content

Our Rewards Theme is a Premier Theme  
And includes...

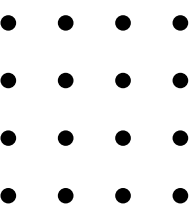
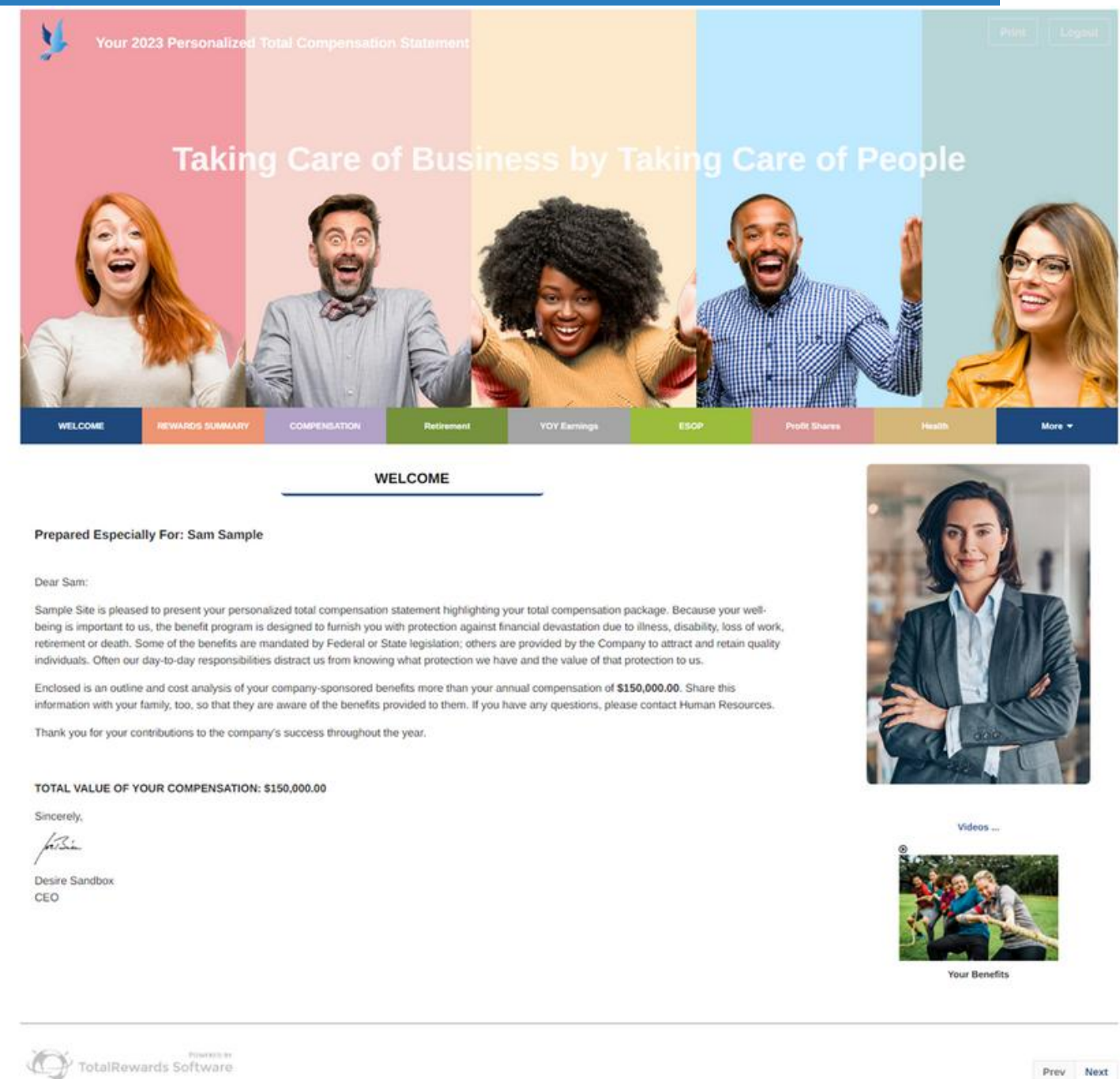
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- Your Logo
- Choice of unlimited corporate colors
- Your Banner Images with GIF or text
- Executive Photo
- Benefit Groups
- Rewards Summary Page
- HTML Editor Content Pages
- Web links

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# Rewards Theme

Welcome Summary Compensation Content

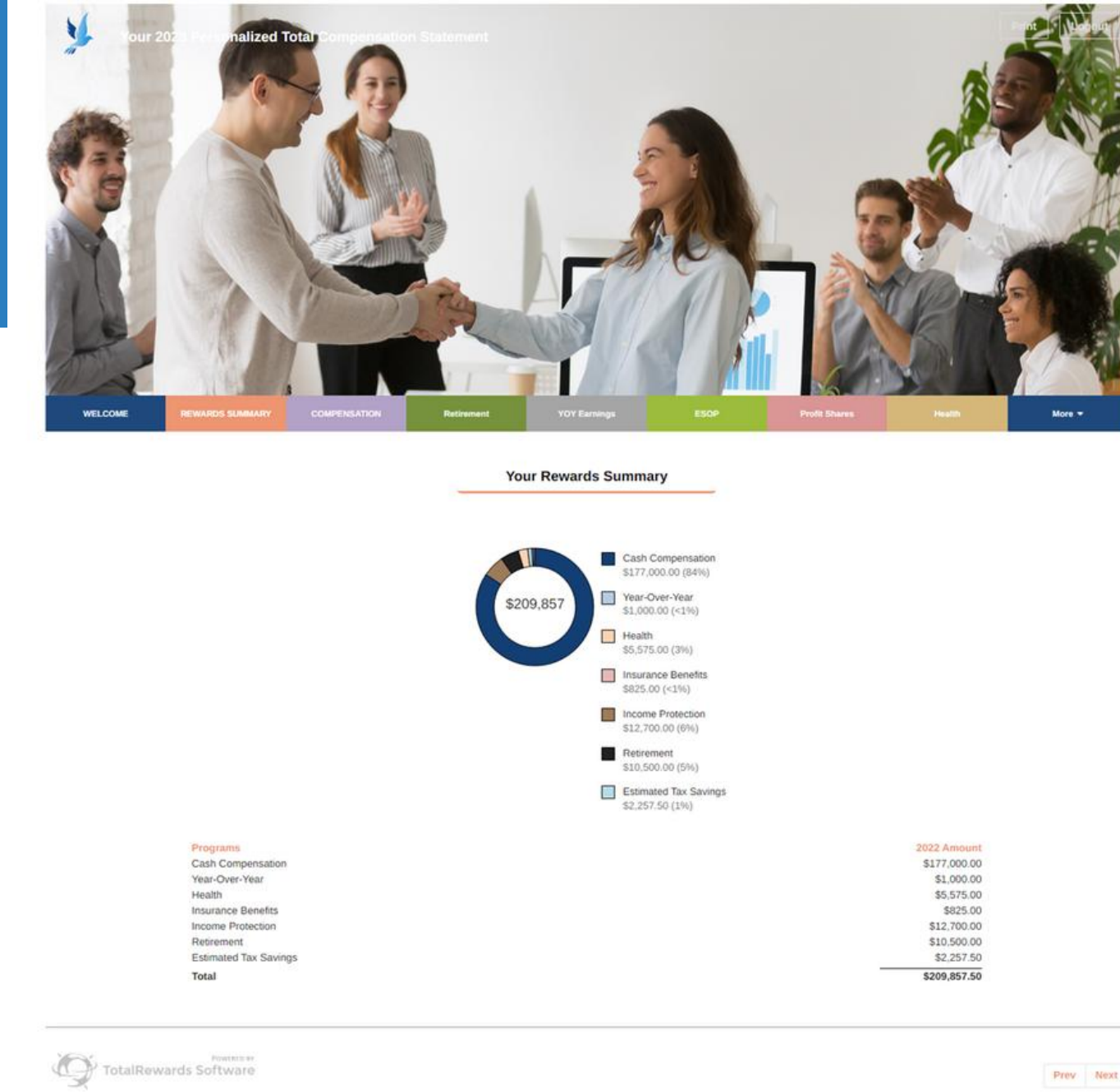
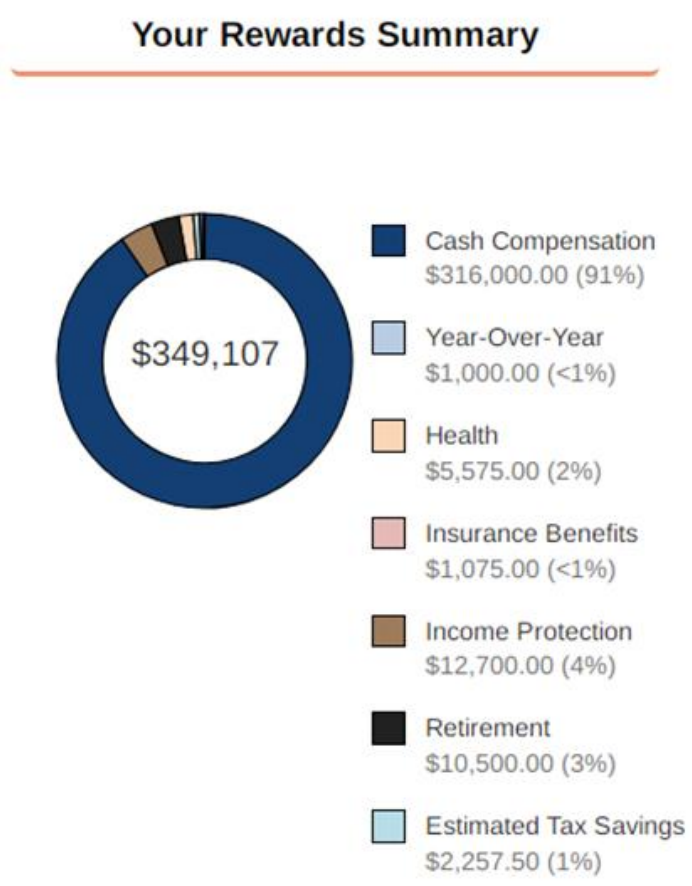
Our Rewards Theme Summary Page Gives an “at a glance” look at total compensation and is ideal for a busy workforce.

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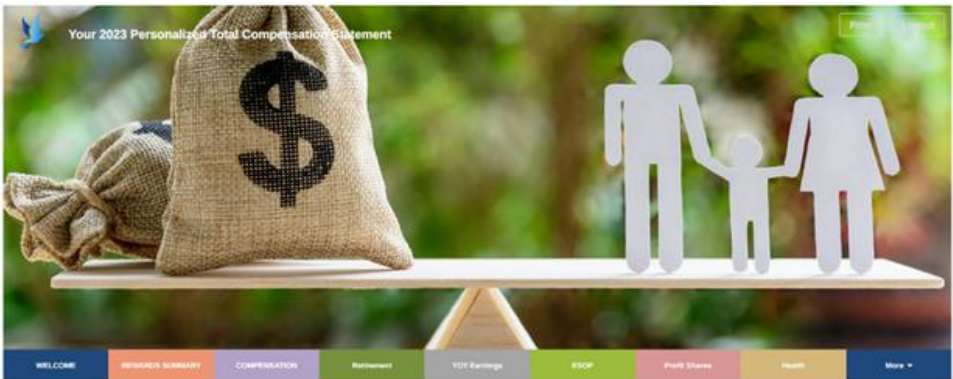
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# Rewards Theme

WelcomeSummaryCompensationContent



## 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 <sup>1</sup>	\$5,000.00	\$10,000.00	\$11,000.00
Referral Bonus	\$500.00	\$2,500.00	\$5,000.00
Commission			\$11,000.00
<b>Total:</b>			<b>\$177,000.00</b>

Date as of December 31, 2023.

<sup>1</sup> Bonus is based on target bonus of the year.

YEAR-OVER-YEAR	2022 Amount
2023 Salary	\$1,000.00
<b>Total:</b>	<b>\$1,000.00</b>

BENEFITS	Plan	Coverage	Your Contribution	Company Contribution
<b>Health</b>				
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
<b>Insurance Protection</b>				
AD&D Insurance	Melville		\$0.00	\$250.00
Supplemental Life Insurance		\$150,000	\$575.00	\$575.00
<b>Income Protection</b>				
Short-Term Disability	The Standard	60% of Weekly Salary	\$0.00	\$4,600.00
Long-Term Disability	The Standard	60% of Monthly Salary	\$3,500.00	\$4,000.00
State Unemployment Insurance			\$4,050.00	\$4,050.00
<b>Retirement</b>				
401(k) Retirement Plan			\$4,500.00	\$5,500.00
Social Security / Medicare			\$0.00	\$5,000.00
<b>Total:</b>			<b>\$14,575.00</b>	<b>\$29,600.00</b>

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

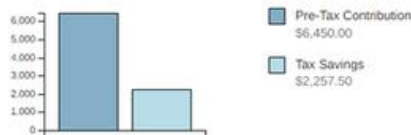


### ESTIMATED TAX SAVINGS

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
<b>Total:</b>	<b>\$6,450.00</b>	<b>\$2,257.50</b>

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: \$209,857.50

### OTHER VALUABLE BENEFITS

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

Paid Time Off (PTO)	10 Days	\$10,000.00
Sick Leave	10 Days	\$10,000.00
<b>Total:</b>		<b>\$20,000.00</b>

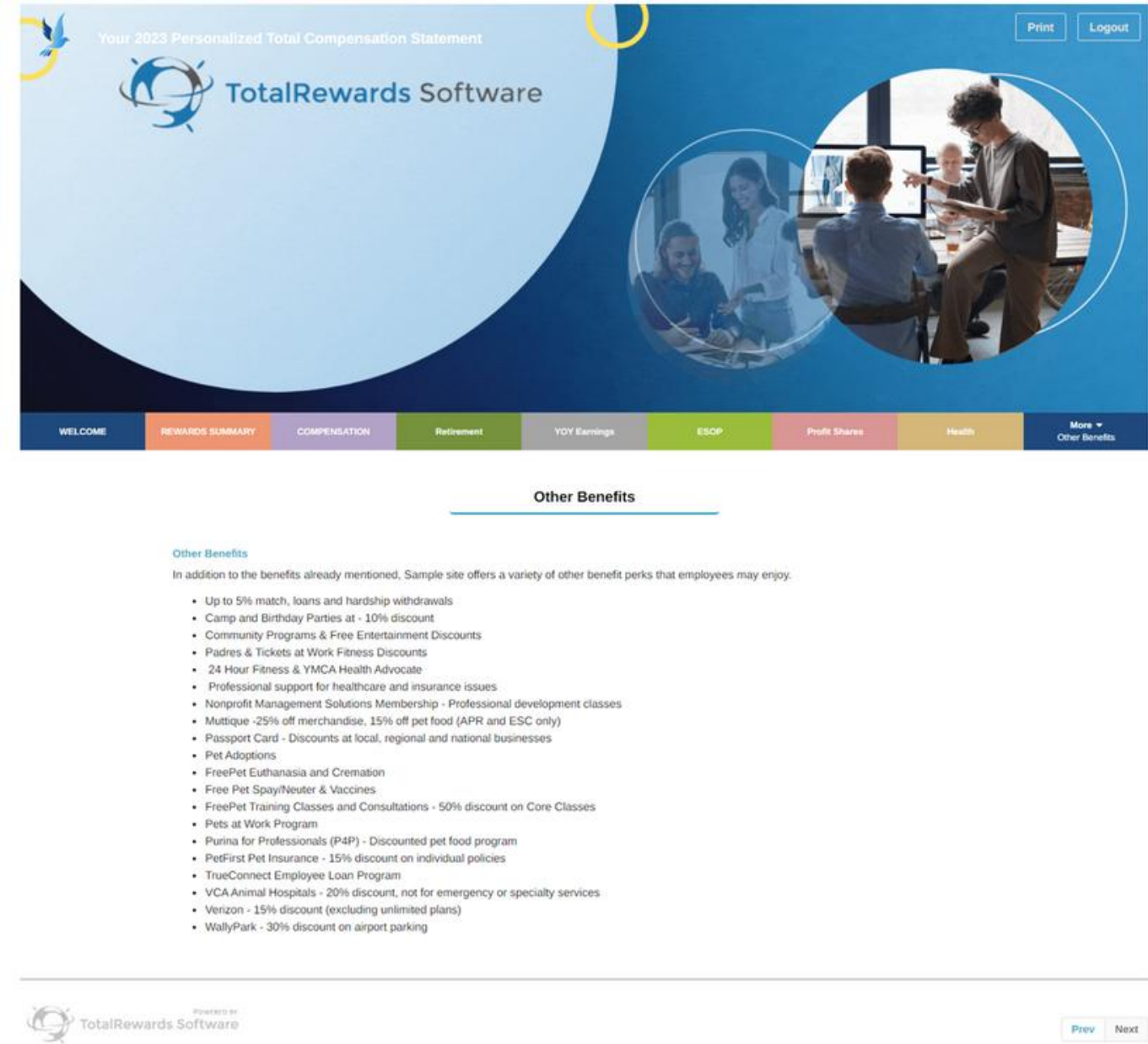
PTO and Holiday values are based on your salary and eligibility as of December 31, 2023.

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.

# Rewards Theme

Welcome Summary Compensation **Content**

Our Rewards Theme Content  
Pages can include Gifs In the Banners that rotate benefits  
or company values.

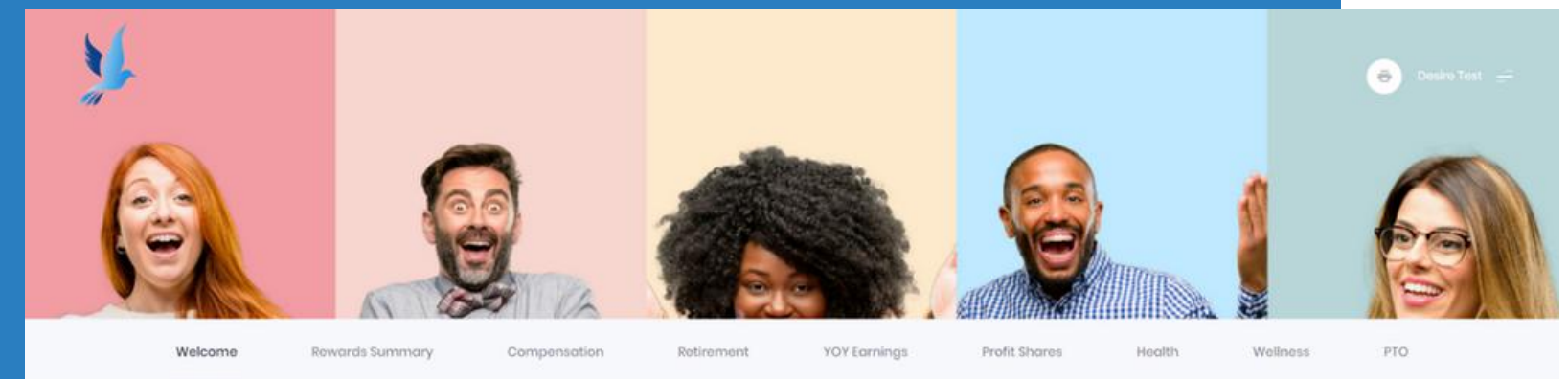




# Reakt Theme

Welcome Summary Compensation Content

Our Reakt Theme, is only available with Full Implementation and includes...



## 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.

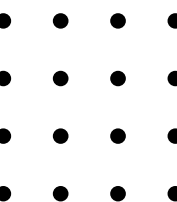
Sincerely,

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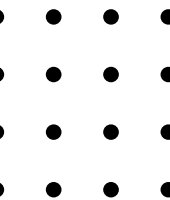
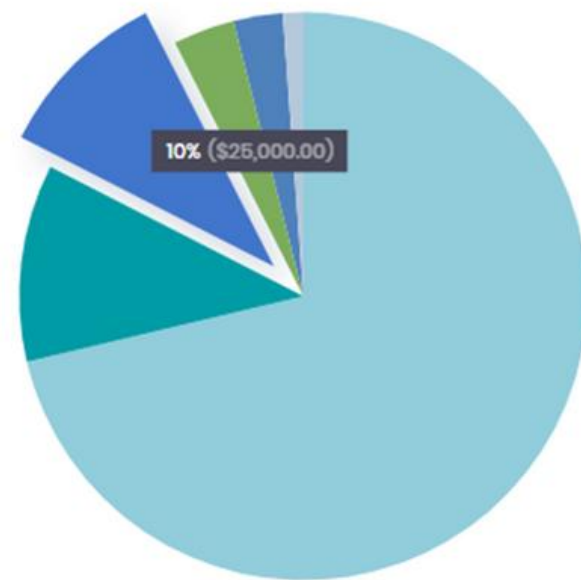
Dee Demo  
HR VP

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Prepared especially for  
Desire Test



Our Reakt Theme Summary Page Gives an “at a glance” look at total compensation and features interactive graphs.

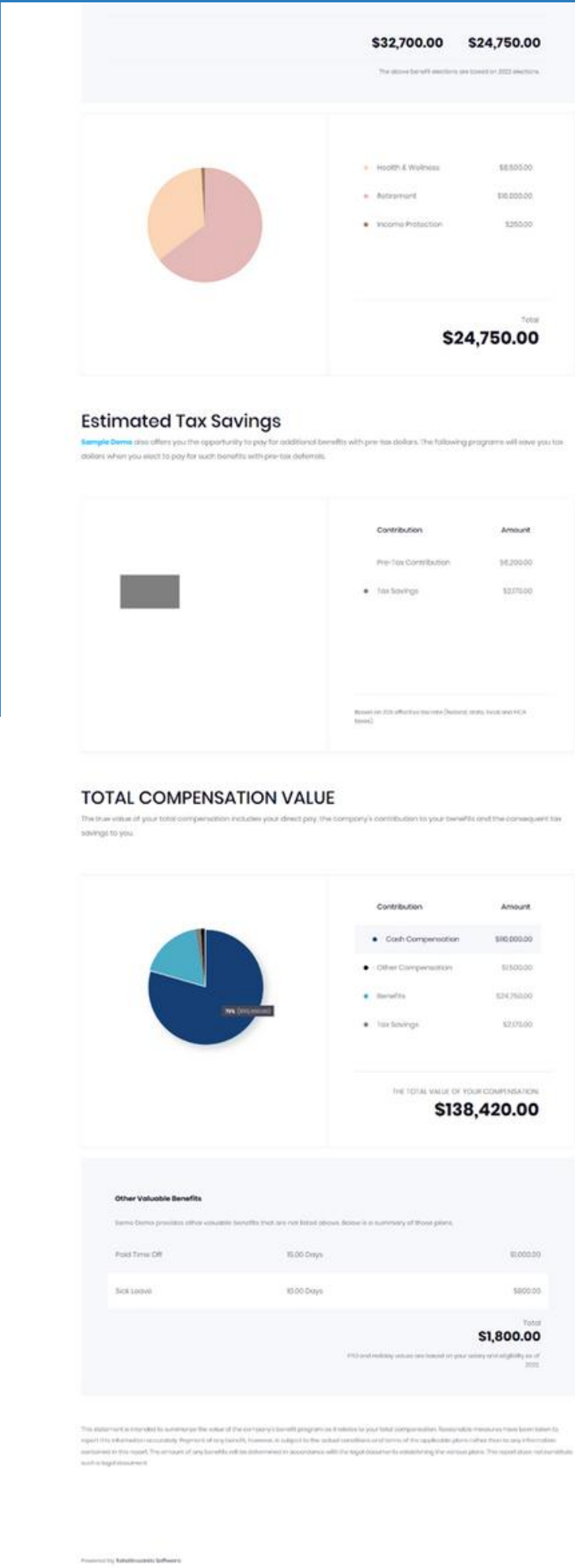
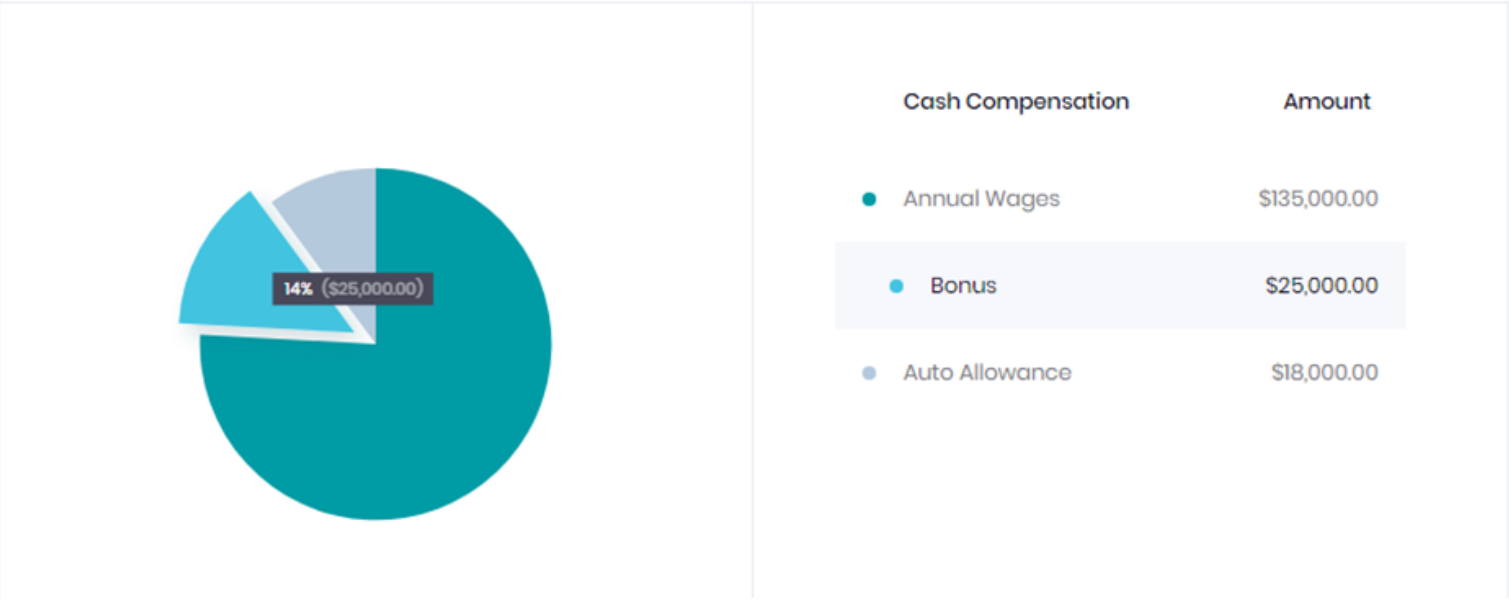


# Reakt Theme

WelcomeSummaryCompensationContent

## 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.






# Reakt Theme

Welcome Summary Compensation **Content**

Our Reakt Theme Content Pages have multiple layouts for Maximum visual effect.




Doa Demo

WelcomeRewards SummaryCompensationRetirementYOY EarningsProfit SharesHealthWellness**PTO**Other Benefits

### PTO

Holidays	Date
Memorial Day	May 29, 2023
Independence Day	July 4, 2023

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Doa Demo

WelcomeRewards SummaryCompensationRetirementYOY EarningsProfit SharesHealthWellnessPTOMore


### Other Benefits

#### Benefits and Perks

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
- Multique - 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

### FUNDS



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