

# Welcome to a whole new world of total rewards marketing



**Your 2021 Personalized Total Compensation Statement**

**CASH COMPENSATION AND BENEFITS SUMMARY**  
The amount of your total compensation from your company is much more than just your salary.

**ESTIMATED TAX SAVINGS**  
Your company also offers you the opportunity to pay for additional benefits with pre-tax dollars. Programs will save you tax dollars when you elect to pay for such benefits with pre-tax deferrals.

Program	Pre-Tax Contribution
Medical Insurance	\$6,000.00
Dental Insurance	\$543.00
Vision Insurance	\$85.00
FSA Healthcare	\$1,000.00
401(k) Retirement	\$1,750.00
Commuter Stipend	\$650.00
<b>Total:</b>	<b>\$10,028.00</b>

Based on 20% 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 and the consequent tax savings to you.

Category	Value	Percentage
Cash Compensation	\$136,910	82%
Benefits	\$48,491.00	35%
Estimated Tax Savings	\$3,399.00	2%

**THE TOTAL VALUE OF YOUR COMPENSATION:**

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

PTO	25 Days
Holidays	12 Days
<b>Total:</b>	<b>\$3,461.50</b>

**Total:** **\$10,673.02**

PTO and holiday values are based on your salary and eligibility as of 1/1/21.

Sam Sample  
Powered by TotalRewards Software  
3  
Date as of Jan 26, 2021

**Welcome**

Prepared Especially For: Pam Employee.

Dear Pam,

The management of your company 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 support you with protection against financial devastation due to illness, disability, loss of work, retirement and death. Some of the benefits are provided by Federal or State legislation; others are provided by the Company to all full and regular quality individuals. Offer our day-to-day responsible citizenship in knowing what protection we have and the value of that protection to us.

Enclosed is an outline and details of your company-sponsored benefits. Share this information with your family so that they are aware of the benefits provided to them. If you have any questions, please call.

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

Also, you received a merit raise of 4% taking your salary from \$175,000.00 to \$182,000.00 effective March 1, 2021.

2021 Salary

7, Jan 26, 2021

**401(k) Plan**

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**Your Rewards Summary**

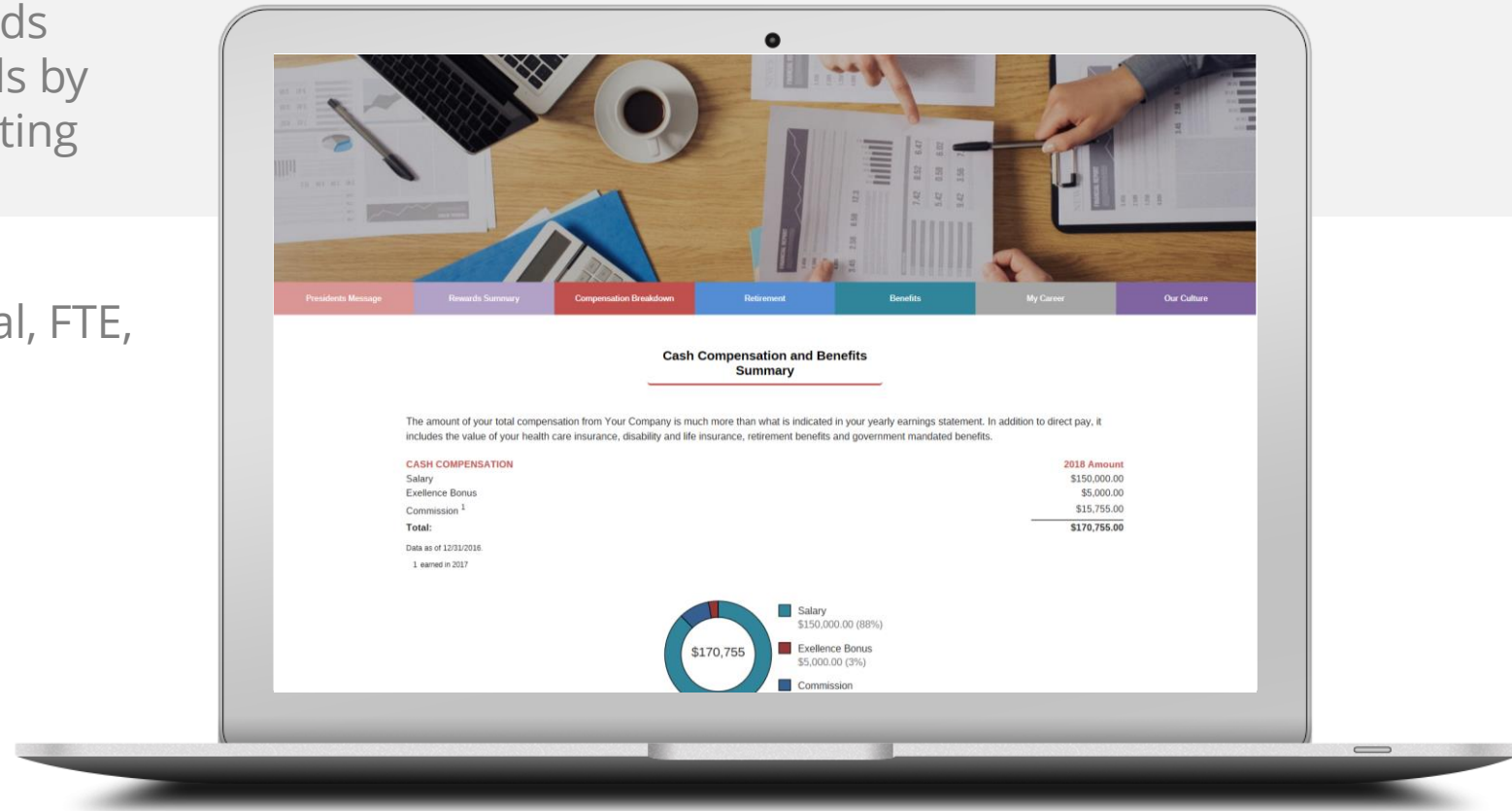
Category	Value	Percentage
Cash Compensation	\$170,755.00	75%
Equity	\$17,000.00	7%
Healthcare	\$15,804.00	7%
Income Protection	\$653.00	0%
Survivor Benefits	\$114.00	0%

**Total:** **\$227,905**

# Your own total rewards production platform

Communicate all of the company's rewards programs. Include any number of rewards by category to get your total rewards marketing message across...

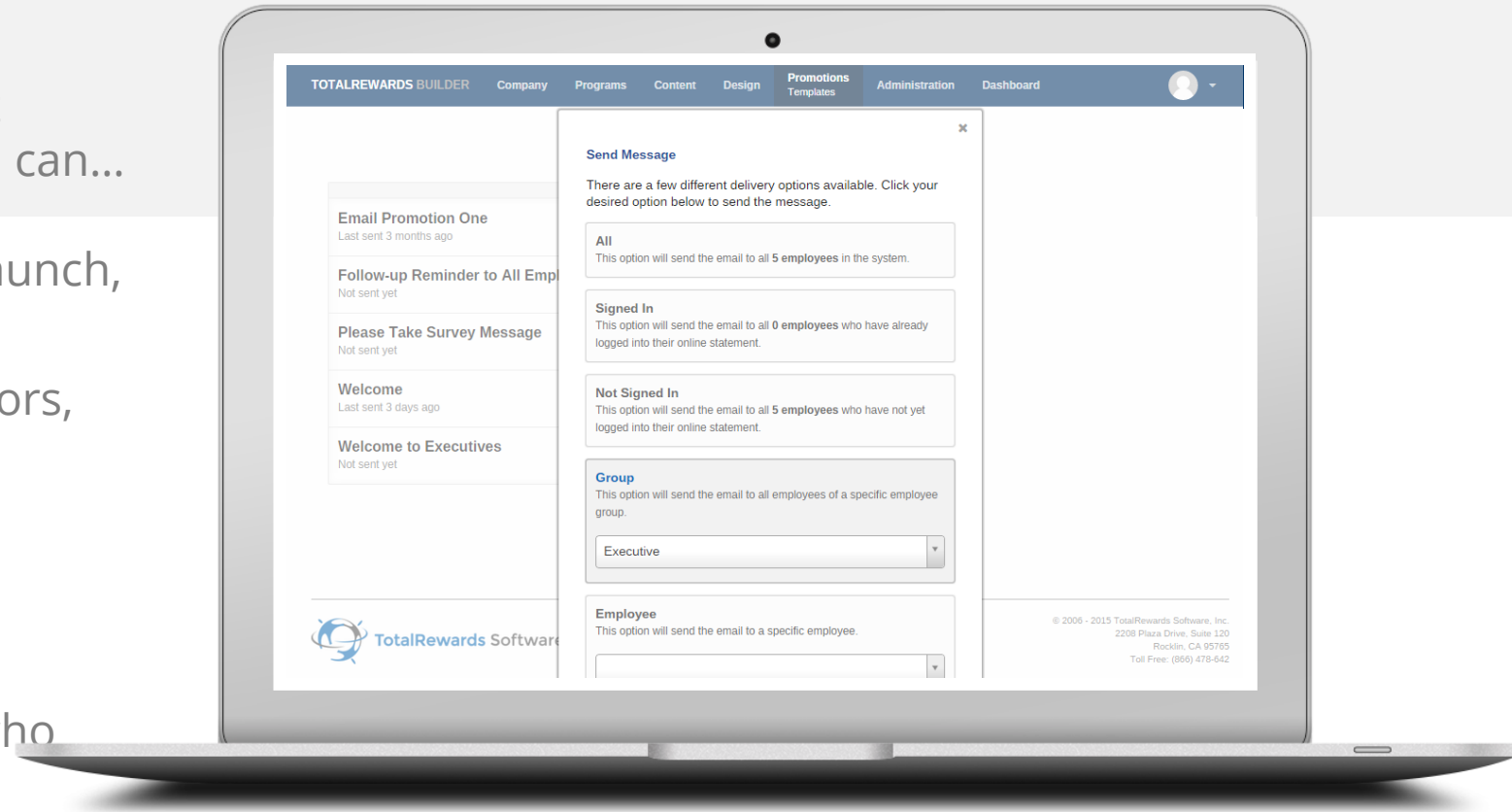
- Cash Compensation (salary, bonus, commission, overtime shift differential, FTE, allowances, etc.)
- Long-Term Incentives
- Equity Value
- Retirement Projections
- Health and Welfare programs
- Income Protection programs
- Financial/Retirement programs
- Work/Life programs
- Career advancement opportunities



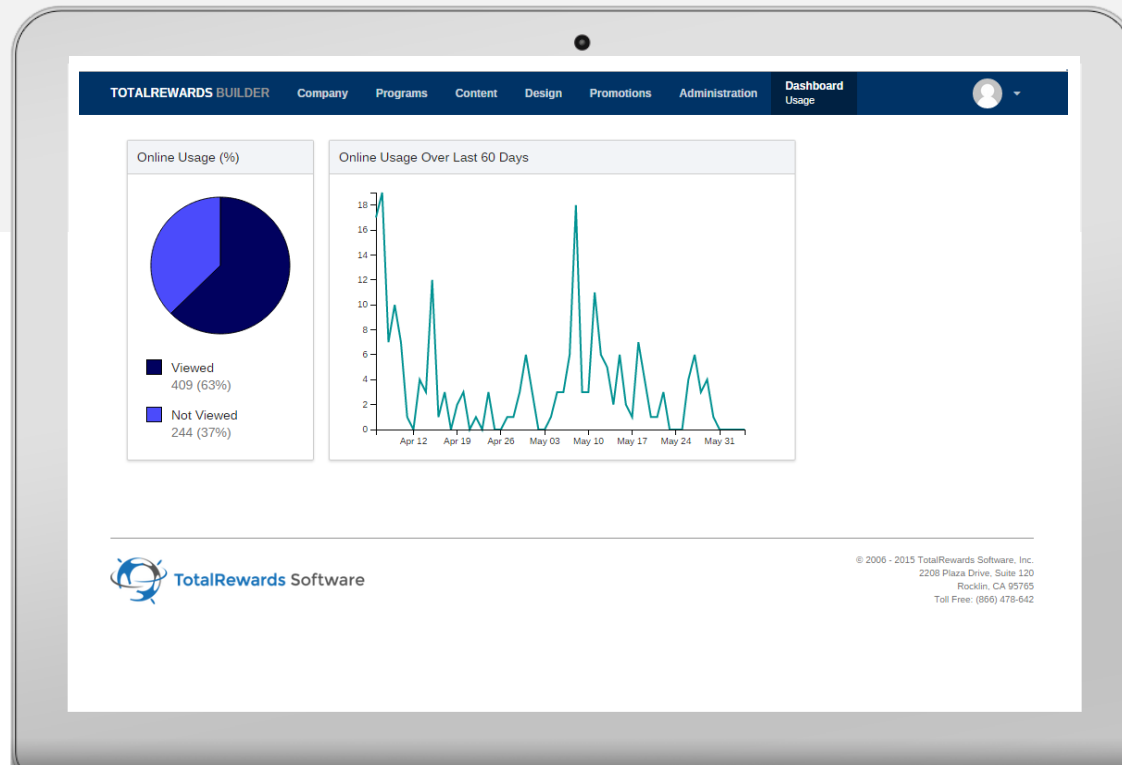
# Your own total rewards promotion platform

Promoting your total rewards marketing campaign is critical to a successful project outcome. With the Promotion feature you can...

- Send email messages before project launch, once you go live and post-launch
- Design beautiful HTML emails with colors, banners, links and images
- Target employee groups with different messages
- Test your messages before sending
- Send follow-up emails to employees who haven't logged in or taken the survey



# Your own total rewards analytics platform



Analyze key performance indicators in your campaign to drive maximum utilization and facilitate reporting...

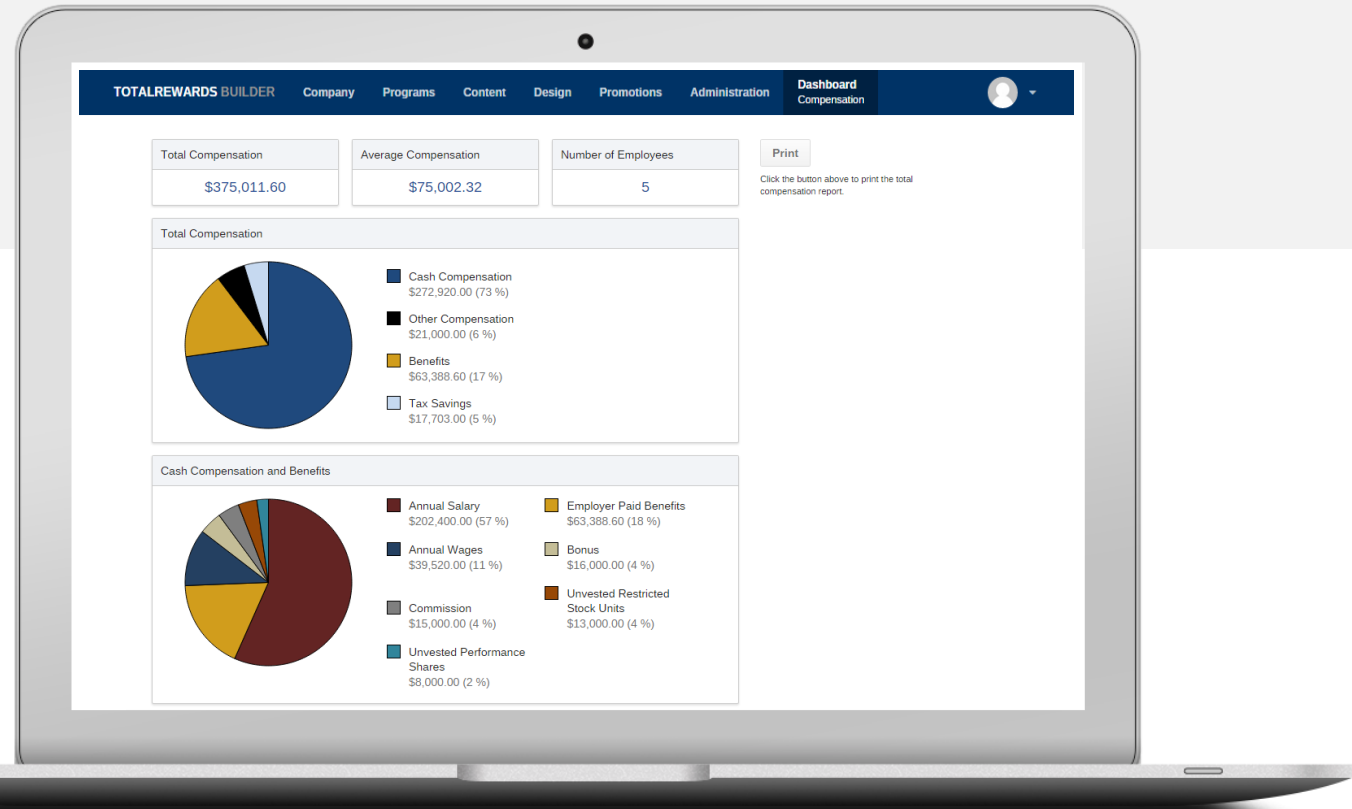
- View all your email promotions and drill down to specific promotions for detailed tracking
- Create surveys of any length or type (even by group) to gauge campaign effectiveness
- Track responses and comments by survey
- Archive the most effective surveys for future use

Track utilization in aggregate and over time

# Your own total rewards reporting platform

With all of your company's total compensation data in one consolidated system, you can strategically re-purpose that data for your executive team's consumption.

- View high-level compensation and benefits data
- Drill down to individual rewards program by total, number of participants and average by participant
- Print an attractive, branded report to share with key executives
- Position your HR team as a valuable and strategic business partner



# Total Rewards Marketing Success

**TOP 10**

Ten reasons why our platform and professional services will deliver a superior customer experience and help ensure your project has the best chance of success.

TotalRewards Builder checks all the boxes...

- ✓ Powerful, yet easy-to-use cloud platform
- ✓ Market all of your financial and non-financial rewards for maximum impact
- ✓ Generate both print and secure, web-based total rewards statements
- ✓ Choose between different styles and layouts for your statements
- ✓ Produce personalized statements for your top job candidates
- ✓ Send promotional HTML emails to drive maximum utilization
- ✓ Communicate your organization's mission, culture and values through integrated video
- ✓ Produce global statements in local language and local currency
- ✓ Analyze the effectiveness of your campaign with built-in analytics and reporting
- ✓ Survey employees right from the platform

# Getting started...

Simply contact your TotalRewards Software representative to learn more about this program, schedule a live demo or to receive a detailed client proposal.



TotalRewards Software, Inc.  
201 Creekside Ridge Dr, Suite 190 Roseville CA 95678

Dan Tibbits: (916) 462-6855  
dtibbits@totalrewardssoftware.com