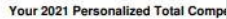


Welcome to a whole new world of total rewards marketing

**CASH COMPENSATION AND BENEFITS SUMMARY**

The amount of your total compensation from your company is much more than

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
Total:	\$10,028.00

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 and the consequent tax savings to you.



THE TOTAL VALUE OF YOUR COMPENSATION:

PAID TIME OFF

We recognize the importance of responding to your personal needs. We believe that time away 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
Total:	

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

Sam Sample

Powered by TotalForward Software

3

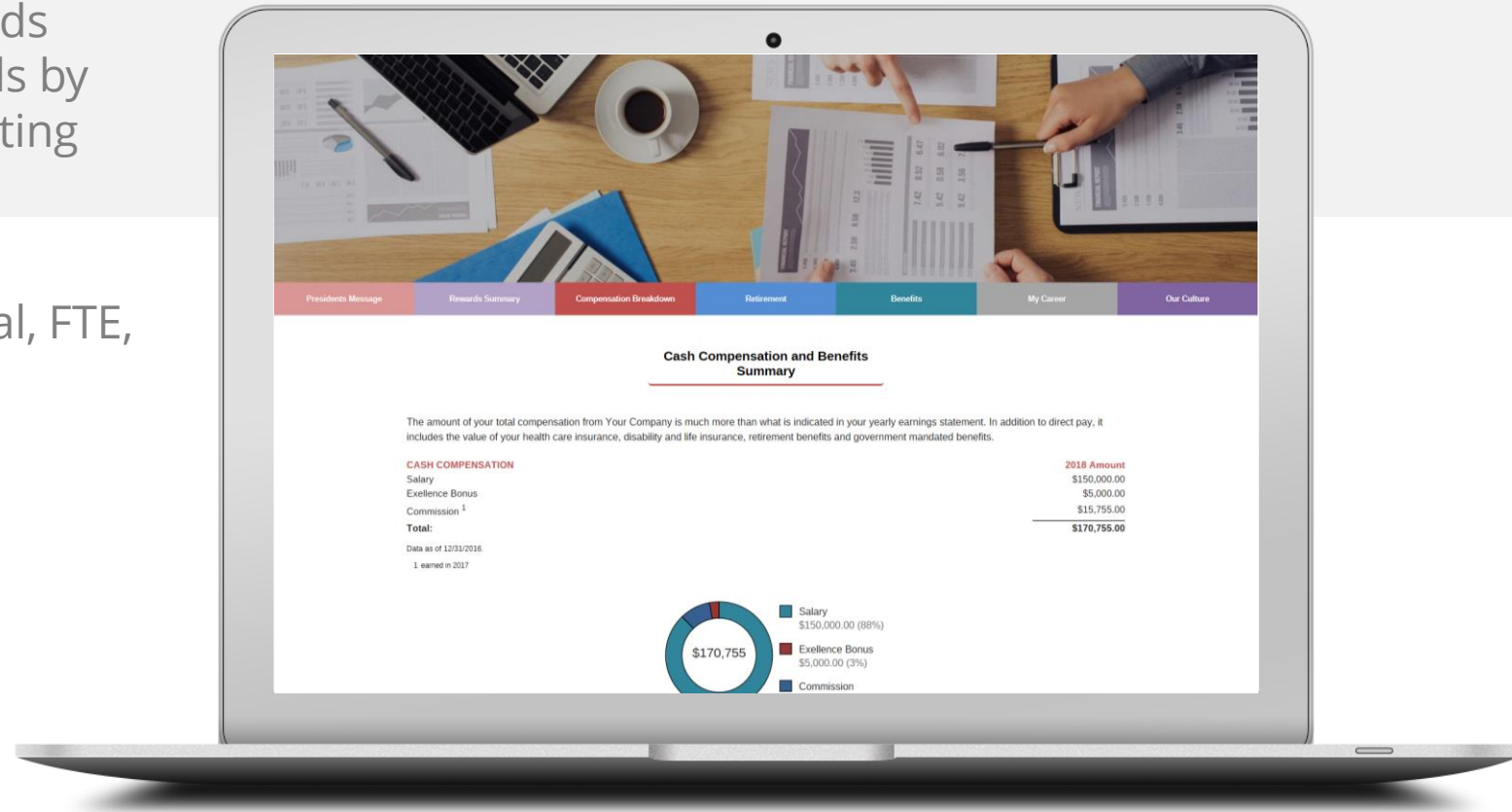
Date as of Jan 26, 2021



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...

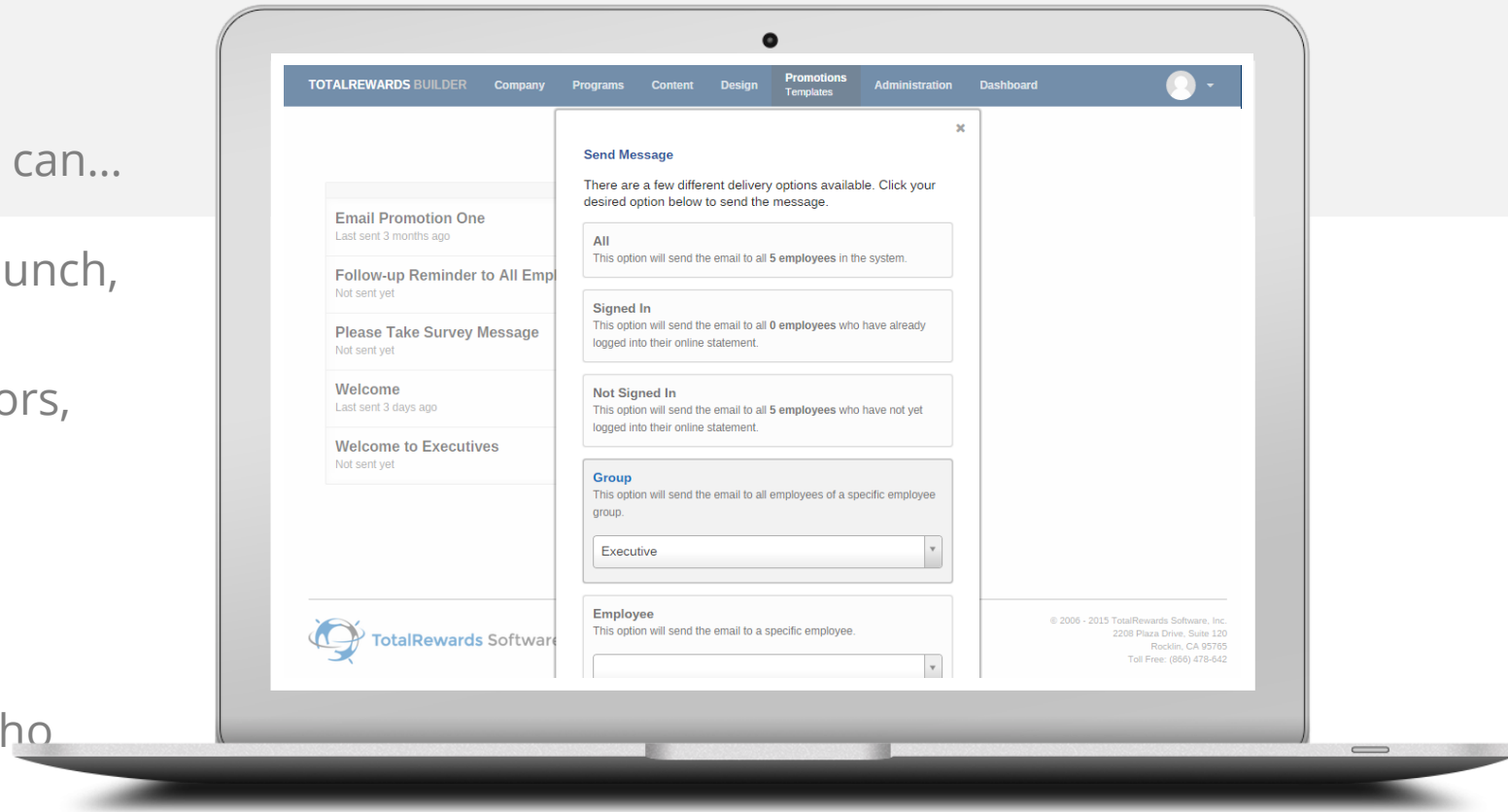
- Cash Compensation (salary, bonus, commission, overtime shift differential, FTE, allowances, etc.)
- Long-Term Incentives
- Equity Value
- Retirement Projections
- Health and Welfare programs
- Income Protection programs
- Financial/Retirement programs
- Work/Life programs
- Career advancement opportunities



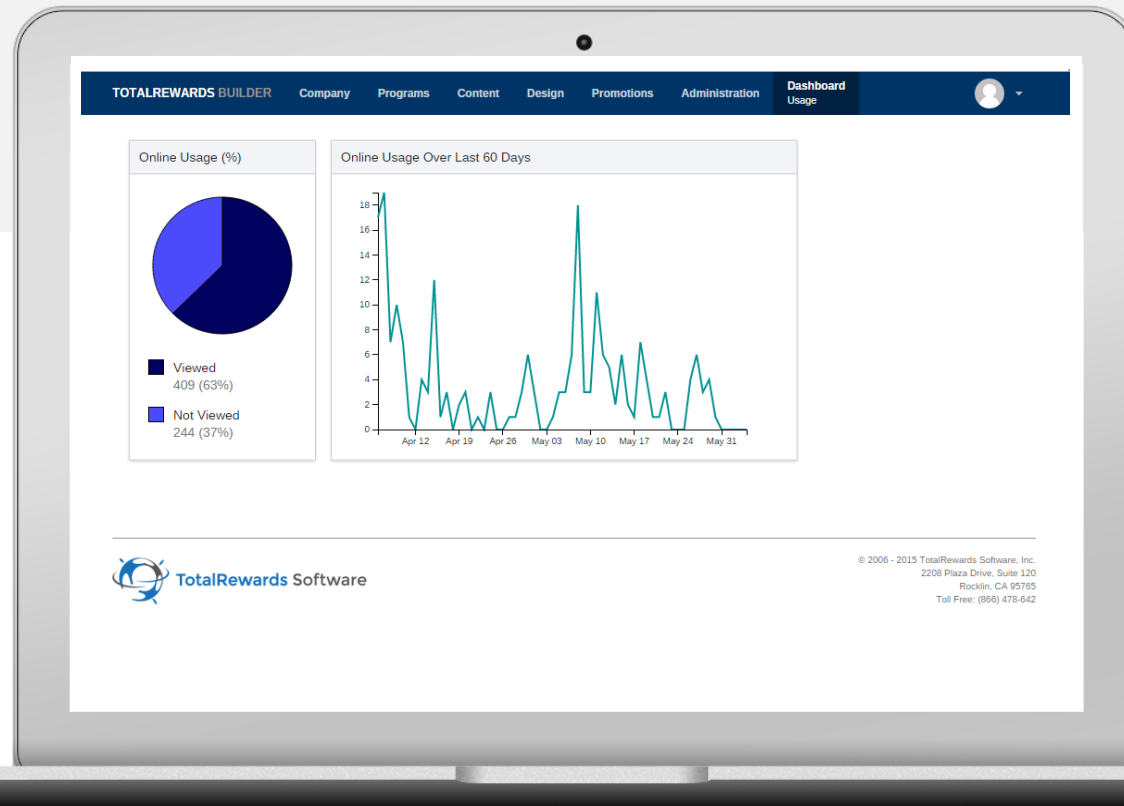
Your own total rewards promotion platform

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



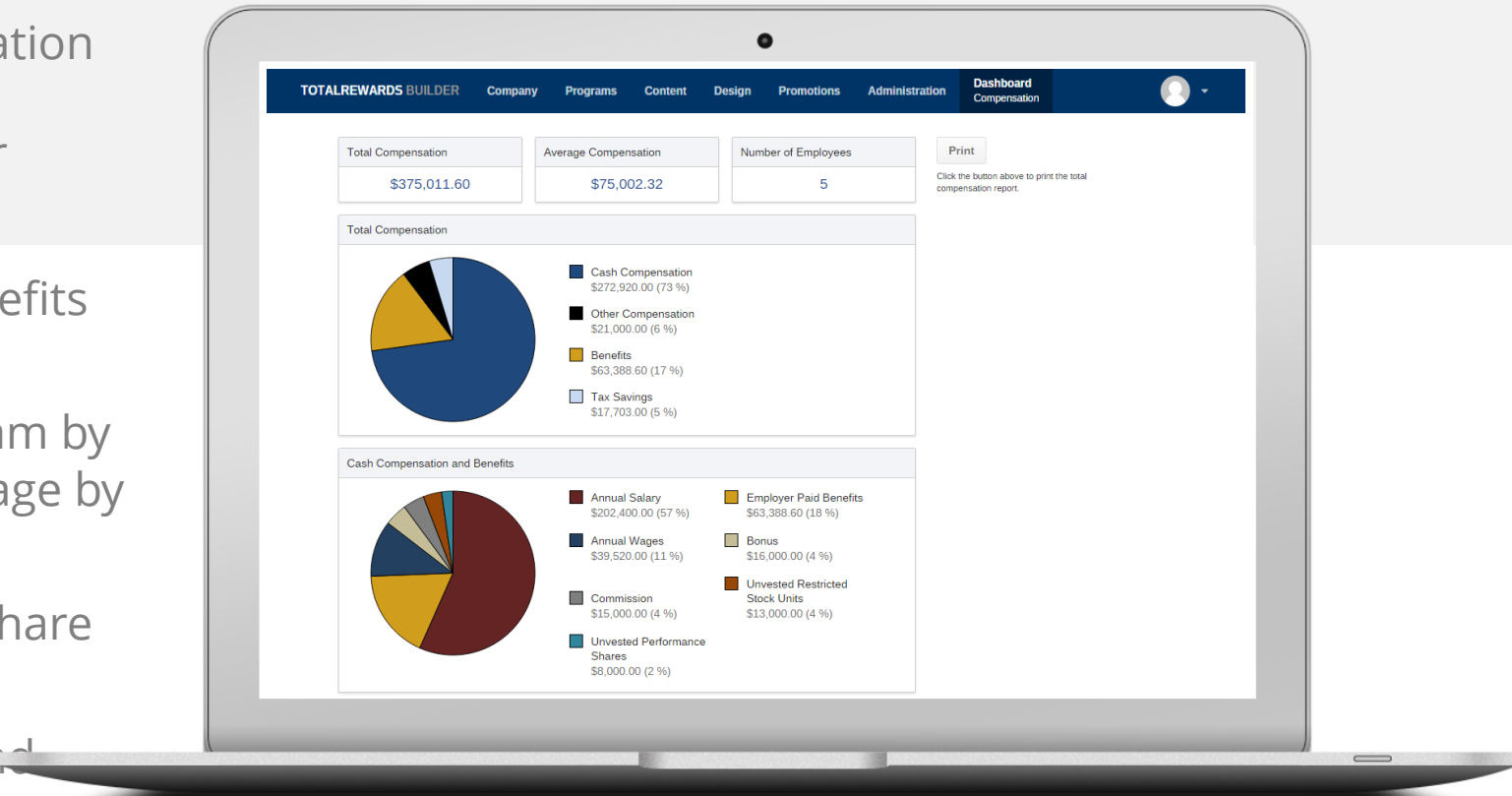
Analyze key performance indicators in your campaign to drive maximum utilization and facilitate reporting...

- 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



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.



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