



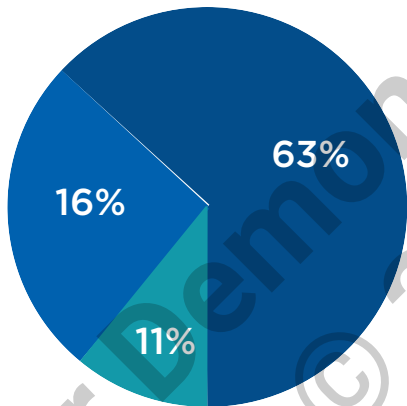
Dear Team Member,

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Sincerely,

John Doe
President

YOUR 2020 TOTAL REWARDS STATEMENT



Your Total Rewards for 2020

Direct Compensation:	\$56,500
Company Benefits:	\$23,425
Voluntary Benefits:	\$11,610

Total Investment: **\$91,535**



View your interactive statement
on your mobile device, tablet or desktop
<http://backstitch.io>

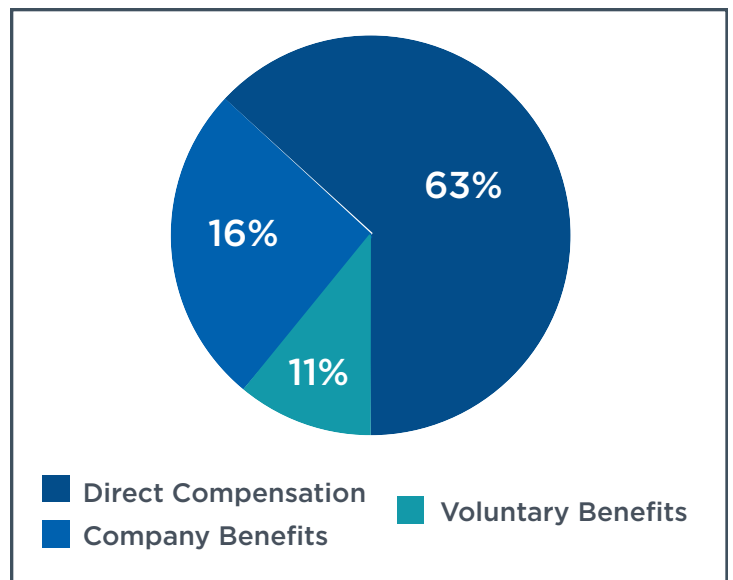
Your Total Investment

\$91,535

Direct Compensation		\$56,500
	Your Estimated Contribution	Company Estimated Contribution
Your Base Pay	\$0.00	\$53,000.00
Bonus Compensation	\$0.00	\$2,000.00
Federal Unemployment	\$0.00	\$1,000.00
State Unemployment	\$0.00	\$500.00

Voluntary Benefits		\$11,610
	Your Estimated Contribution	Company Estimated Contribution
EAP	\$401	\$1,823
Retirement Contributions	\$2,093	\$1,000
Tuition Assistance	\$0	\$1,500
Training Courses	\$0	\$800
Paid leave	\$0	\$2,493
Relocation Expenses	\$0	\$1,500
Anniversary gifts	\$0	\$0

Company Benefits		\$23,425
	Your Estimated Contribution	Company Estimated Contribution
Medical	\$2,533	\$16,933
Dental	\$298	\$704
Vision	\$123	\$124
Disability (long term)	\$201	\$202
Disability (short term)	\$201	\$202
Life	\$403	\$501
HSA	\$0	\$1,000



Your 2020 Medical Benefits

provided by Carrier

Your Plan	Medical Family Plus
	Typical Annual Cost
Preventive Exams	\$100
Doctor Appointments	\$200
Prescription Drugs	\$255
State Unemployment	\$0.00

Telemedicine

Company has partnered with Telemedicine to provide our team members with the best possible telemedicine experience available at absolutely no cost to you.

Wellness Program

Company offer the a very intuitive wellness program that provides incentive gifts, fitness gym discounts, medical discounts, and more, completely free to our team members.

HSA (Health Savings Account)

In 2020 Company has contributed \$1,000 to your personal HSA.

FSA (Flexible Spending Account)

Company provides a service to allow our team members to use and contribute to their FSA.

Your 2020 Dental Benefits

provided by Carrier

Your Plan	Dental Plus
	Typical Annual Cost
Annual Checkups	\$75
Dentist Appointments	\$200

Your 2020 Vision Benefits

provided by Carrier

Company offers Vision insurance through Carrier at very competitive rates.

Your 2020 Life Benefits

provided by Carrier

Company offers our team members basic life insurance through Carrier as well as long-term Employee Assistance Programs (EAP).

Employee Assistance Program

Partnering with Carrier, Company offers grief counseling, face-to-face estate resolution and online will preparation.

	Cost
Grief Counseling	\$75
Face-to-face estate resolution	\$200
Online will preparation	\$150
Total administration fee	\$425

Other Insurance

Accident

Company has partnered with Provider to offer accidental insurance that pays specific benefit amounts for expenses resulting from covered non-work-related injuries or accidents.

Critical Illness

Critical Illness insurance offered through Provider provides cash benefits if you are diagnosed with a covered critical illness.

Hospital Indemnity

Hospital Indemnity insurance offered through Provider provides payments to meet the out-of-pocket expenses and extra bills that can occur.

Identity Protection

Company provides industry-leading solutions for employee identity protection and advanced threat intelligence to help organizations protect their most valuable assets. From enterprise to employee this redefines how organizations combat an ever-changing cyber threat landscape.

Legal Plans

Affordable, personal legal plans for team members.

More Benefits

backstitch Employee App

Stay up to date with all goings-on with our backstitch app. Using this app, our team members will receive notifications when something new and exciting is happening with the company, as well as being able to find useful information related to benefits and other things.

Retirement Contributions

Company matches up to \$xxxx.xx on all team members 401(k) contributions.

Tuition Assistance

Starting in 2020, Company will be offering tuition assistance.

Anniversary Gifts

Company is committed to showing our team members how much we appreciate them on their milestone anniversaries with the company.



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