



Your Personalized Total Compensation Statement

Total compensation consists of more than just salary. The chart below illustrates Risk Strategies' investment in you as well as your annualized deductions for the benefits you elected as of January 1, 2025.

Sam Sample
965 Hopmeadow St
Simsbury, CT 06070

Dear Sam,

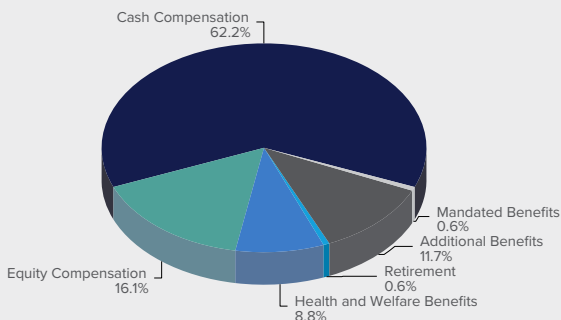
At Risk Strategies, we are committed to providing you with comprehensive compensation and benefit offerings that are not only competitive but designed to support your health and well-being. That is why we are pleased to provide you with this total compensation statement as a snapshot of Risk Strategies' investment in your 2024 compensation and benefits, as well as an overview of additional resources designed to support you at work and at home. If you have any questions, contact Human Resources.

Thank you for your continued contributions to the success of the Company, and we look forward to many more accomplishments in the year ahead!

Sincerely,
Your Human Resources Team

Your Total Compensation

This chart illustrates the contributions by Risk Strategies toward your compensation and benefits in 2024.



	Employee Contribution	Employer Contribution
Cash Compensation		
Annual Base Pay	—	\$64,357.23
Overtime Earnings	—	\$232.20
Equity Compensation		
2024 Options Granted	—	\$8,327.19
2024 RSUs Granted	—	\$8,327.19
Health and Welfare Benefits		
Medical	\$1,696.76	\$5,692.44
Dental	\$93.34	\$373.10
Vision	\$99.06	\$2,342.90
Health Savings Account	—	—
Short-Term Disability	—	\$237.68
Long-Term Disability	—	\$241.23
Basic Life and AD&D	—	\$249.72
Voluntary Life and AD&D*	—	—
Accident	\$97.68	—
Critical Illness	\$238.22	—
Hospital Indemnity	—	—
Business Travel Accident	—	—
Retirement		
401(k)	\$1,064.93	\$639.01
Additional Benefits		
Lifestyle Spending Account	—	\$120.00
Pet Insurance	\$87.50	—
Tuition Assistance	—	\$12,000.00
Mandated Benefits		
Social Security and Medicare	\$350.21	\$350.21
Workers' Compensation	—	\$202.13
Unemployment	—	\$77.70
Total Contribution	\$3,727.70	\$103,769.93

* Includes spouse and/or child(ren), if applicable.

Disclaimer

While care has been taken to be sure this statement is accurate, the possibility of error always exists. The availability and amounts of your actual benefits will always be governed by the plan documents. This statement is not a legal document and should not be construed as such. It does not constitute a contract of employment or guarantee any particular benefit. Risk Strategies reserves the right to change or terminate the plans at any time and for any reason.



Your Personalized Total Compensation Statement

Total compensation consists of more than just salary. The chart below illustrates Risk Strategies' investment in you as well as your annualized deductions for the benefits you elected as of January 1, 2025.

Sammy Sample
 965 Hopmeadow St
 Unit B
 Simsbury, CT 06070

Dear Sammy,

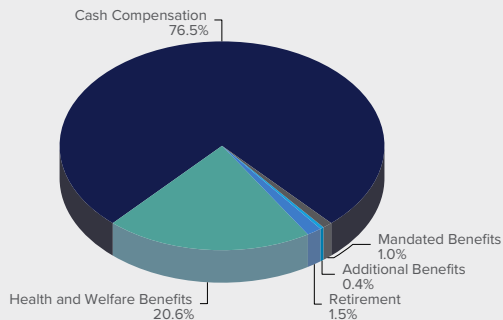
At Risk Strategies, we are committed to providing you with comprehensive compensation and benefit offerings that are not only competitive but designed to support your health and well-being. That is why we are pleased to provide you with this total compensation statement as a snapshot of Risk Strategies' investment in your 2024 compensation and benefits, as well as an overview of additional resources designed to support you at work and at home. If you have any questions, contact Human Resources.

Thank you for your continued contributions to the success of the Company, and we look forward to many more accomplishments in the year ahead!

Sincerely,
 Your Human Resources Team

Your Total Compensation

This chart illustrates the contributions by Risk Strategies toward your compensation and benefits in 2024.



	Employee Contribution	Employer Contribution
Cash Compensation		
Annual Base Pay	—	\$44,348.92
Corporate Bonus Target	—	\$1,000.00
Overtime Earnings	—	\$3,577.12
Health and Welfare Benefits		
Medical	\$930.80	\$5,209.10
Dental	\$93.34	\$373.10
Vision	\$307.06	\$5,443.21
Health Savings Account	\$2,850.00	\$1,000.00
Short-Term Disability	—	\$237.68
Long-Term Disability	—	\$241.23
Basic Life and AD&D	—	\$433.96
Voluntary Life and AD&D*	—	—
Accident	—	—
Critical Illness	—	—
Hospital Indemnity	\$122.52	—
Business Travel Accident	—	\$231.22
Retirement		
401(k)	\$2,891.75	\$960.00
Additional Benefits		
Lifestyle Spending Account	—	\$240.00
Pet Insurance	—	—
Tuition Assistance	—	—
Mandated Benefits		
Social Security and Medicare	\$68.90	\$68.90
Workers' Compensation	—	\$138.23
Unemployment	—	\$424.14
Total Contribution	\$7,264.37	\$63,926.81

* Includes spouse and/or child(ren), if applicable.

Disclaimer

While care has been taken to be sure this statement is accurate, the possibility of error always exists. The availability and amounts of your actual benefits will always be governed by the plan documents. This statement is not a legal document and should not be construed as such. It does not constitute a contract of employment or guarantee any particular benefit. Risk Strategies reserves the right to change or terminate the plans at any time and for any reason.



Your Personalized Total Compensation Statement

Total compensation consists of more than just salary. The chart below illustrates Risk Strategies' investment in you as well as your annualized deductions for the benefits you elected as of January 1, 2025.

Samuel Sample Jr.
965 Hopmeadow St
Simsbury, CT 06070

Dear Samuel,

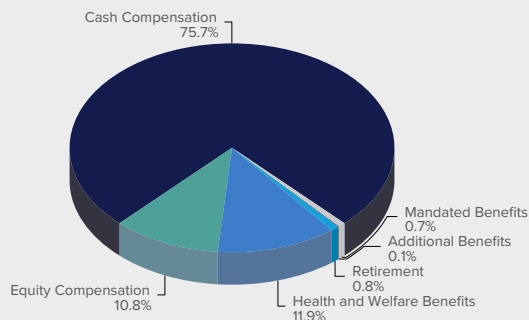
At Risk Strategies, we are committed to providing you with comprehensive compensation and benefit offerings that are not only competitive but designed to support your health and well-being. That is why we are pleased to provide you with this total compensation statement as a snapshot of Risk Strategies' investment in your 2024 compensation and benefits, as well as an overview of additional resources designed to support you at work and at home. If you have any questions, contact Human Resources.

Thank you for your continued contributions to the success of the Company, and we look forward to many more accomplishments in the year ahead!

Sincerely,
Your Human Resources Team

Your Total Compensation

This chart illustrates the contributions by Risk Strategies toward your compensation and benefits in 2024.



	Employee Contribution	Employer Contribution
Cash Compensation		
Annual Base Pay	—	\$81,786.00
Corporate Bonus Target	—	\$5,200.00
Commission Payments	—	\$151.52
Equity Compensation		
2024 Options Granted	—	\$6,196.11
2024 RSUs Granted	—	\$6,196.11
Health and Welfare Benefits		
Medical	\$802.80	\$8,898.54
Dental	\$173.14	\$692.20
Vision	\$179.06	\$2,868.43
Health Savings Account	\$600.00	\$500.00
Short-Term Disability	—	\$237.68
Long-Term Disability	—	\$241.23
Basic Life and AD&D	—	\$289.68
Voluntary Life and AD&D*	\$32.80	—
Accident	—	—
Critical Illness	\$238.22	—
Hospital Indemnity	—	—
Business Travel Accident	—	—
Retirement		
401(k)	\$8,193.81	\$960.00
Additional Benefits		
Lifestyle Spending Account	—	\$120.00
Pet Insurance	\$87.50	—
Tuition Assistance	—	—
Mandated Benefits		
Social Security and Medicare	\$213.42	\$213.42
Workers' Compensation	—	\$245.12
Unemployment	—	\$350.00
Total Contribution	\$10,520.75	\$115,146.04

* Includes spouse and/or child(ren), if applicable.

Disclaimer

While care has been taken to be sure this statement is accurate, the possibility of error always exists. The availability and amounts of your actual benefits will always be governed by the plan documents. This statement is not a legal document and should not be construed as such. It does not constitute a contract of employment or guarantee any particular benefit. Risk Strategies reserves the right to change or terminate the plans at any time and for any reason.



Your Personalized Total Compensation Statement

Total compensation consists of more than just salary. The chart below illustrates Risk Strategies' investment in you as well as your annualized deductions for the benefits you elected as of January 1, 2025.

Samantha Sample
965 Hopmeadow St
Simsbury, CT 06070

Dear Samantha,

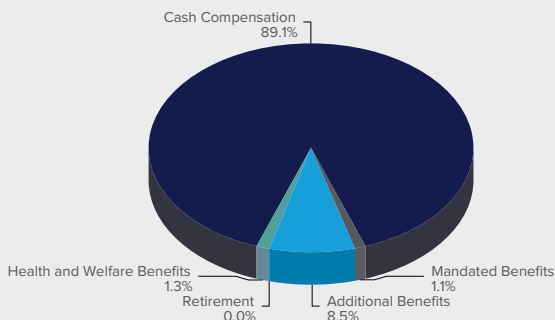
At Risk Strategies, we are committed to providing you with comprehensive compensation and benefit offerings that are not only competitive but designed to support your health and well-being. That is why we are pleased to provide you with this total compensation statement as a snapshot of Risk Strategies' investment in your 2024 compensation and benefits, as well as an overview of additional resources designed to support you at work and at home. If you have any questions, contact Human Resources.

Thank you for your continued contributions to the success of the Company, and we look forward to many more accomplishments in the year ahead!

Sincerely,
Your Human Resources Team

Your Total Compensation

This chart illustrates the contributions by Risk Strategies toward your compensation and benefits in 2024.



	Employee Contribution	Employer Contribution
Cash Compensation		
Annual Base Pay	—	\$53,961.24
Corporate Bonus Target	—	\$2,400.00
Overtime Earnings	—	\$13,180.00
Commission Payments	—	\$13.09
Health and Welfare Benefits		
Medical	—	—
Dental	—	—
Vision	—	—
Health Savings Account	—	—
Short-Term Disability	—	\$237.68
Long-Term Disability	—	\$241.23
Basic Life and AD&D	—	\$529.60
Voluntary Life and AD&D*	\$45.20	—
Accident	\$180.34	—
Critical Illness	—	—
Hospital Indemnity	\$122.52	—
Business Travel Accident	—	—
Retirement		
401(k)	—	—
Additional Benefits		
Lifestyle Spending Account	—	\$240.00
Pet Insurance	—	—
Tuition Assistance	—	\$6,400.00
Mandated Benefits		
Social Security and Medicare	\$175.43	\$175.43
Workers' Compensation	—	\$174.68
Unemployment	—	\$494.10
Total Contribution	\$523.49	\$78,047.05

* Includes spouse and/or child(ren), if applicable.

Disclaimer

While care has been taken to be sure this statement is accurate, the possibility of error always exists. The availability and amounts of your actual benefits will always be governed by the plan documents. This statement is not a legal document and should not be construed as such. It does not constitute a contract of employment or guarantee any particular benefit. Risk Strategies reserves the right to change or terminate the plans at any time and for any reason.



Your Personalized Total Compensation Statement

Total compensation consists of more than just salary. The chart below illustrates Risk Strategies' investment in you as well as your annualized deductions for the benefits you elected as of January 1, 2025.

Sami Sample
965 Hopmeadow St
Simsbury, CT 06070

Dear Sami,

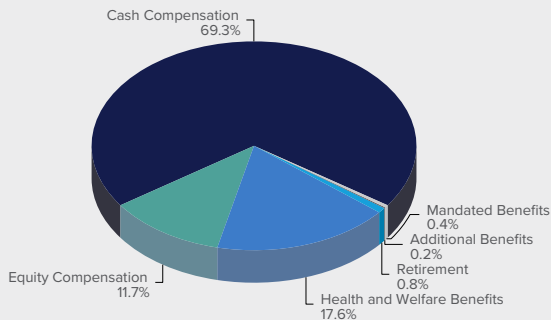
At Risk Strategies, we are committed to providing you with comprehensive compensation and benefit offerings that are not only competitive but designed to support your health and well-being. That is why we are pleased to provide you with this total compensation statement as a snapshot of Risk Strategies' investment in your 2024 compensation and benefits, as well as an overview of additional resources designed to support you at work and at home. If you have any questions, contact Human Resources.

Thank you for your continued contributions to the success of the Company, and we look forward to many more accomplishments in the year ahead!

Sincerely,
Your Human Resources Team

Your Total Compensation

This chart illustrates the contributions by Risk Strategies toward your compensation and benefits in 2024.



	Employee Contribution	Employer Contribution
Cash Compensation		
Annual Base Pay	—	\$60,168.82
Equity Compensation		
2024 Options Granted	—	\$5,096.29
2024 RSUs Granted	—	\$5,096.29
Health and Welfare Benefits		
Medical	\$4,025.06	\$13,502.84
Dental	\$197.34	\$789.88
Vision	—	—
Health Savings Account	—	—
Short-Term Disability	—	\$237.68
Long-Term Disability	—	\$241.23
Basic Life and AD&D	—	\$106.24
Voluntary Life and AD&D*	—	—
Accident	—	—
Critical Illness	—	—
Hospital Indemnity	—	—
Business Travel Accident	—	\$432.11
Retirement		
401(k)	\$1,203.62	\$722.40
Additional Benefits		
Lifestyle Spending Account	—	\$120.00
Pet Insurance	—	—
Tuition Assistance	—	—
Mandated Benefits		
Social Security and Medicare	\$97.23	\$97.23
Workers' Compensation	—	\$89.32
Unemployment	—	\$160.40
Total Contribution	\$5,523.25	\$86,860.73

* Includes spouse and/or child(ren), if applicable.

Disclaimer

While care has been taken to be sure this statement is accurate, the possibility of error always exists. The availability and amounts of your actual benefits will always be governed by the plan documents. This statement is not a legal document and should not be construed as such. It does not constitute a contract of employment or guarantee any particular benefit. Risk Strategies reserves the right to change or terminate the plans at any time and for any reason.