

Sam Sample 965 Hopmeadow St Simsbury, CT 06070

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.

	Cook Common sting	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		
providing and benefit	Medical	\$1,696.76	\$5,692.44
out designed to	Dental	\$93.34	\$373.10
at is why we are	Vision	\$99.06	\$2,342.90
ompensation	Health Savings Account	_	_
jies' investment	Short-Term Disability	_	\$237.68
s, as well as an	Long-Term Disability	_	\$241.23
ned to support	Basic Life and AD&D	_	\$249.72
ny questions,	Voluntary Life and AD&D [*]	_	_
	Accident	\$97.68	_
ons to the	Critical Illness	\$238.22	_
orward to many	Hospital Indemnity		_
ead!	Business Travel Accident	_	-
	Retirement		
	401(k)	\$1,064.93	\$639.01
on	Additional Benefits		
	Lifestyle Spending Account	_	\$120.00
by Risk Strategies is in 2024.	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
Mandated Benefits 0.6% Additional Benefits	Total Contribution	\$3,727.70	\$103,769.93

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

Dear Sam,

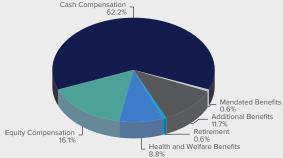
At Risk Strategies, we are committed to providing you with comprehensive compensation and benefit offerings that are not only competitive but designed to support your health and well-being. That is why we are pleased to provide you with this total compensation statement as a snapshot of Risk Strategies' 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.



Disclaimer

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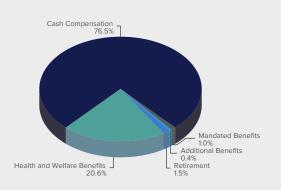


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Employee Employer Contribution Contribution **Cash Compensation** Sammy Sample 965 Hopmeadow St \$44,348.92 Annual Base Pay Unit B **Corporate Bonus Target** \$1,000.00 Simsbury, CT 06070 **Overtime Earnings** \$3,577.12 **Health and Welfare Benefits** \$930.80 \$5 20910 Modical

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



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

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Dear Sammy,

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		Employee Contribution	Employer Contribution
Samuel Sample Jr.	Cash Compensation		
965 Hopmeadow St	Annual Base Pay	—	\$81,786.00
Simsbury, CT 06070	Corporate Bonus Target	—	\$5,200.00
	Commission Payments	—	\$151.52
	Equity Compensation		
	2024 Options Granted	_	\$6,196.11
	2024 RSUs Granted	—	\$6,196.11
s, we are committed to providing	Health and Welfare Benefits		
hensive compensation and benefit not only competitive but designed to	Medical	\$802.80	\$8,898.54
Ith and well-being. That is why we are	Dental	\$173.14	\$692.20
de you with this total compensation	Vision	\$179.06	\$2,868.43
napshot of Risk Strategies' investment	Health Savings Account	\$600.00	\$500.00
npensation and benefits, as well as an	Short-Term Disability	_	\$237.68
tional resources designed to support	Long-Term Disability	_	\$241.23
at home. If you have any questions,	Basic Life and AD&D	_	\$289.68
esources.	Voluntary Life and AD&D'	\$32.80	_
ur continued contributions to the	Accident	_	_
ompany, and we look forward to many	Critical Illness	\$238.22	_
ments in the year ahead!	Hospital Indemnity	_	_
	Business Travel Accident	_	_
ources Team	Retirement		
	401(k)	\$8,193.81	\$960.00
Compensation	Additional Benefits		
es the contributions by Risk Strategies	Lifestyle Spending Account		\$120.00
pensation and benefits in 2024.	Pet Insurance	\$87.50	_
npensation	Tuition Assistance	_	_
75.7%	Mandated Benefits		
	Social Security and Medicare	\$213.42	\$213.42
	Workers' Compensation		\$245.12
- Mandated Benefits	Unemployment	-	\$350.00
Additional Benefits 0.1% Retirement 0.8%	Total Contribution	\$10,520.75	\$115,146.04

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

Dear Samuel,

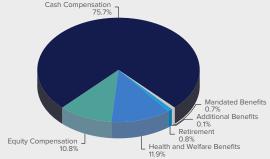
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		Employee Contribution	Employer Contribution
Samantha Sample	Cash Compensation		
965 Hopmeadow St	Annual Base Pay	_	\$53,961.24
Simsbury, CT 06070	Corporate Bonus Target	_	\$2,400.00
	Overtime Earnings	_	\$13,180.00
	Commission Payments	-	\$13.09
	Health and Welfare Benefits		
	Medical	_	_
es, we are committed to providing	Dental	—	—
ehensive compensation and benefit	Vision	—	_
e not only competitive but designed to	Health Savings Account	—	_
alth and well-being. That is why we are	Short-Term Disability	—	\$237.68
de you with this total compensation	Long-Term Disability	—	\$241.23
napshot of Risk Strategies' investment	Basic Life and AD&D	_	\$529.60
mpensation and benefits, as well as an	Voluntary Life and AD&D [*]	\$45.20	_
itional resources designed to support	Accident	\$180.34	_
at home. If you have any questions, Resources.	Critical Illness	_	_
Resources.	Hospital Indemnity	\$122.52	_
our continued contributions to the	Business Travel Accident	-	-
company, and we look forward to many nents in the year ahead!	Retirement		
	401(k)	—	-
sources Team	Additional Benefits		
	Lifestyle Spending Account	_	\$240.00
Compensation	Pet Insurance	—	-
tes the contributions by Risk Strategies	Tuition Assistance	—	\$6,400.00
pensation and benefits in 2024.	Mandated Benefits		
mpensation	Social Security and Medicare	\$175.43	\$175.43
89.1%	Workers' Compensation	_	\$174.68
	Unemployment	-	\$494.10
	Total Contribution	\$523.49	\$78,047.05

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

Dear Samantha,

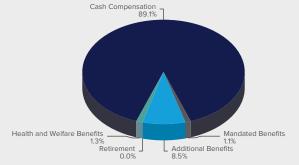
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Cash Compensation	Employee Contribution	Employer Contributio
Annual Base Pay	_	\$60,168.82
Equity Compensation		
2024 Options Granted	_	\$5,096.29
2024 RSUs Granted	—	\$5,096.29
Health and Welfare Benefits		
Medical	\$4,025.06	\$13,502.84
Dental	\$197.34	\$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	\$86,860.7

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

Dear Sami,

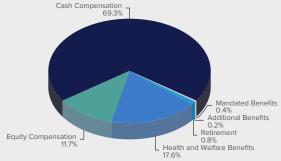
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