



# Your Personalized Total Compensation Statement

Total compensation consists of more than just salary. The chart below illustrates USI's 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,

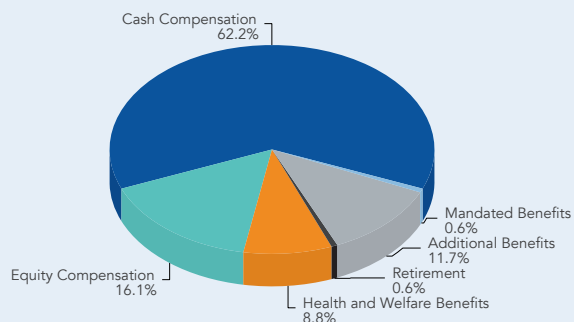
At USI, we are committed to providing you with comprehensive compensation and benefit offerings that are not only competitive but designed to support your health and well-being. That is why we are pleased to provide you with this total compensation statement as a snapshot of USI's investment in your 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 USI toward your compensation and benefits in 2024.



	Employee Contribution	Employer Contribution
<b>Cash Compensation</b>		
Annual Base Pay	—	\$64,357.23
Overtime Earnings	—	\$232.20
<b>Equity Compensation</b>		
2024 Options Granted	—	\$8,327.19
2024 RSUs Granted	—	\$8,327.19
<b>Health and Welfare Benefits</b>		
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	—	—
<b>Retirement</b>		
401(k)	\$1,064.93	\$639.01
<b>Additional Benefits</b>		
Lifestyle Spending Account	—	\$120.00
Pet Insurance	\$87.50	—
Tuition Assistance	—	\$12,000.00
<b>Mandated Benefits</b>		
Social Security and Medicare	\$350.21	\$350.21
Workers' Compensation	—	\$202.13
Unemployment	—	\$77.70
<b>Total Contribution</b>	<b>\$3,727.70</b>	<b>\$103,769.93</b>

\* 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. USI reserves the right to change or terminate the plans at any time and for any reason.



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Sammy Sample  
965 Hopmeadow St  
Unit B  
Simsbury, CT 06070

Dear Sammy,

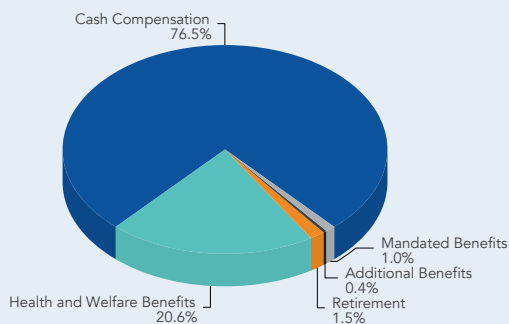
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	Employee Contribution	Employer Contribution
<b>Cash Compensation</b>		
Annual Base Pay	—	\$44,348.92
Corporate Bonus Target	—	\$1,000.00
Overtime Earnings	—	\$3,577.12
<b>Health and Welfare Benefits</b>		
Medical	\$930.80	\$5,209.10
Dental	\$93.34	\$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
<b>Retirement</b>		
401(k)	\$2,891.75	\$960.00
<b>Additional Benefits</b>		
Lifestyle Spending Account	—	\$240.00
Pet Insurance	—	—
Tuition Assistance	—	—
<b>Mandated Benefits</b>		
Social Security and Medicare	\$68.90	\$68.90
Workers' Compensation	—	\$138.23
Unemployment	—	\$424.14
<b>Total Contribution</b>	<b>\$7,264.37</b>	<b>\$63,926.81</b>

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Samuel Sample Jr.  
965 Hopmeadow St  
Simsbury, CT 06070

Dear Samuel,

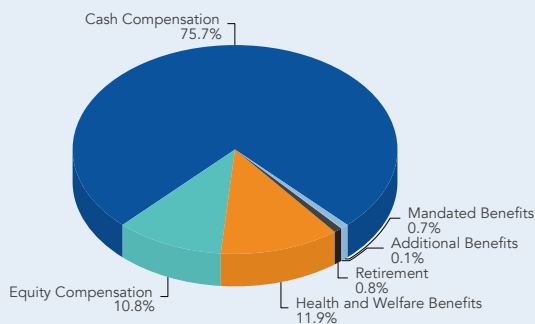
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	Employee Contribution	Employer Contribution
<b>Cash Compensation</b>		
Annual Base Pay	—	\$81,786.00
Corporate Bonus Target	—	\$5,200.00
Commission Payments	—	\$151.52
<b>Equity Compensation</b>		
2024 Options Granted	—	\$6,196.11
2024 RSUs Granted	—	\$6,196.11
<b>Health and Welfare Benefits</b>		
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	—	—
<b>Retirement</b>		
401(k)	\$8,193.81	\$960.00
<b>Additional Benefits</b>		
Lifestyle Spending Account	—	\$120.00
Pet Insurance	\$87.50	—
Tuition Assistance	—	—
<b>Mandated Benefits</b>		
Social Security and Medicare	\$213.42	\$213.42
Workers' Compensation	—	\$245.12
Unemployment	—	\$350.00
<b>Total Contribution</b>	<b>\$10,520.75</b>	<b>\$115,146.04</b>

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Samantha Sample  
965 Hopmeadow St  
Simsbury, CT 06070

Dear Samantha,

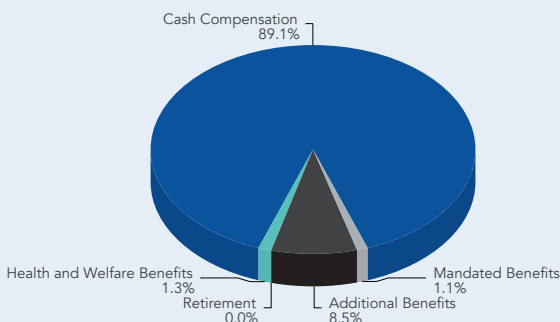
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	Employee Contribution	Employer Contribution
<b>Cash Compensation</b>		
Annual Base Pay	—	\$53,961.24
Corporate Bonus Target	—	\$2,400.00
Overtime Earnings	—	\$13,180.00
Commission Payments	—	\$13.09
<b>Health and Welfare Benefits</b>		
Medical	—	—
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	—	—
<b>Retirement</b>		
401(k)	—	—
<b>Additional Benefits</b>		
Lifestyle Spending Account	—	\$240.00
Pet Insurance	—	—
Tuition Assistance	—	\$6,400.00
<b>Mandated Benefits</b>		
Social Security and Medicare	\$175.43	\$175.43
Workers' Compensation	—	\$174.68
Unemployment	—	\$494.10
<b>Total Contribution</b>	<b>\$523.49</b>	<b>\$78,047.05</b>

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Sami Sample  
965 Hopmeadow St  
Simsbury, CT 06070

Dear Sami,

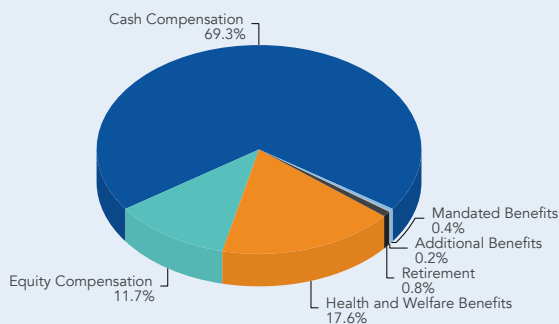
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	Employee Contribution	Employer Contribution
<b>Cash Compensation</b>		
Annual Base Pay	—	\$60,168.82
<b>Equity Compensation</b>		
2024 Options Granted	—	\$5,096.29
2024 RSUs Granted	—	\$5,096.29
<b>Health and Welfare Benefits</b>		
Medical	\$4,025.06	\$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
<b>Retirement</b>		
401(k)	\$1,203.62	\$722.40
<b>Additional Benefits</b>		
Lifestyle Spending Account	—	\$120.00
Pet Insurance	—	—
Tuition Assistance	—	—
<b>Mandated Benefits</b>		
Social Security and Medicare	\$97.23	\$97.23
Workers' Compensation	—	\$89.32
Unemployment	—	\$160.40
<b>Total Contribution</b>	<b>\$5,523.25</b>	<b>\$86,860.73</b>

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