



## Your Personalized Total Compensation Statement

Dear Sam,

At MMA, 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 MMA's investment in your 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!

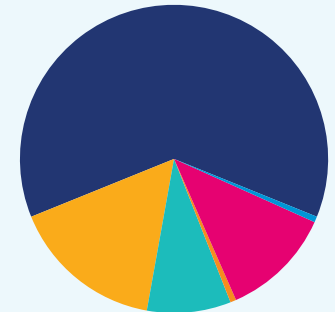
Sincerely,  
Your Human Resources Team

	EMPLOYEE CONTRIBUTION	EMPLOYER CONTRIBUTION
<b>Cash Compensation</b>		
Annual Base Pay	—	\$64,357.23
Overtime Earnings	—	\$232.20
<b>Equity Compensation</b>		
Options Granted	—	\$8,327.19
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.

## Company-Provided Benefits

The chart below illustrates MMA's contribution toward the benefits that make up your Total Compensation.



■ Cash Compensation 62.2%
■ Equity Compensation 16.1%
■ Health and Welfare Benefits 8.8%
■ Retirement 0.6%
■ Additional Benefits 11.7%
■ Mandated Benefits 0.6%

## Additional Benefits

Don't forget that MMA also offers the following additional benefits:

- Employee Assistance Program (EAP)
- Health Advocate
- Wellness Program
- Working Advantage Discount Program

## 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. MMA reserves the right to change or terminate the plans at any time and for any reason.



## Your Personalized Total Compensation Statement

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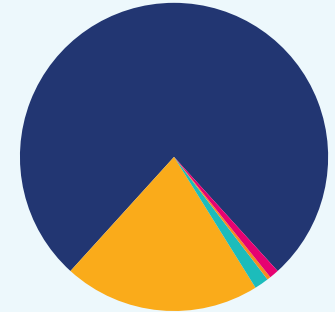
Sincerely,  
Your Human Resources Team

	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>

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

## Company-Provided Benefits

The chart below illustrates MMA's contribution toward the benefits that make up your Total Compensation.



■ Cash Compensation 76.5%  
■ Health and Welfare Benefits 20.6%  
■ Retirement 1.5%  
■ Additional Benefits 0.4%  
■ Mandated Benefits 1.0%

## Additional Benefits

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## Your Personalized Total Compensation Statement

Dear Samuel,

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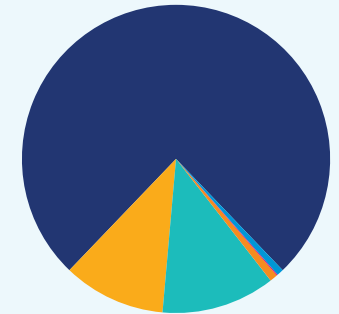
Sincerely,  
Your Human Resources Team

	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>		
Options Granted	—	\$6,196.11
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>

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

## Company-Provided Benefits

The chart below illustrates MMA's contribution toward the benefits that make up your Total Compensation.



- Cash Compensation 75.7%
- Equity Compensation 10.8%
- Health and Welfare Benefits 11.9%
- Retirement 0.8%
- Additional Benefits 0.1%
- Mandated Benefits 0.7%

## Additional Benefits

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## Your Personalized Total Compensation Statement

Dear Samantha,

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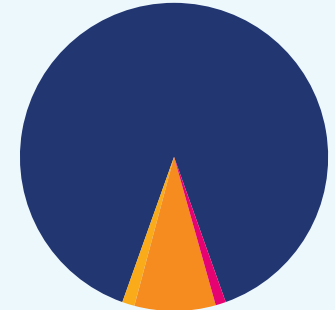
Sincerely,  
Your Human Resources Team

	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>

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

## Company-Provided Benefits

The chart below illustrates MMA's contribution toward the benefits that make up your Total Compensation.



■ Cash Compensation 89.1%  
■ Health and Welfare Benefits 1.3%  
■ Retirement 0.0%  
■ Additional Benefits 8.5%  
■ Mandated Benefits 1.1%

## Additional Benefits

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## Your Personalized Total Compensation Statement

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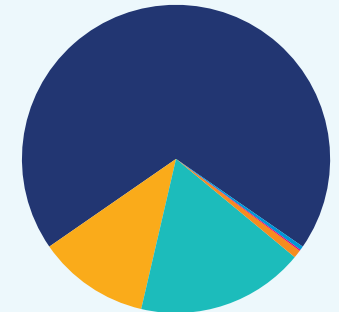
Sincerely,  
Your Human Resources Team

	EMPLOYEE CONTRIBUTION	EMPLOYER CONTRIBUTION
<b>Cash Compensation</b>		
Annual Base Pay	—	\$60,168.82
<b>Equity Compensation</b>		
Options Granted	—	\$5,096.29
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>

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

## Company-Provided Benefits

The chart below illustrates MMA's contribution toward the benefits that make up your Total Compensation.



Cash Compensation	69.3%
Equity Compensation	11.7%
Health and Welfare Benefits	17.6%
Retirement	0.8%
Additional Benefits	0.2%
Mandated Benefits	0.4%

## Additional Benefits

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