



# Total Rewards Statement



Sample Company is committed to providing you with a competitive, comprehensive compensation package that gives you peace of mind in knowing that the most important things in life are protected - your family, your finances, and your future. Please review this quick reference guide for an overview of the benefit plans and programs available to you and your family, and then review your personalized total rewards statement with a professional rewards counselor. Please review your statement carefully for highlights of your total compensation package.

## Learn More!

Learn more about your total rewards and retirement statement online. This is your go-to, online resource for additional information plus an overview of the benefits available to you. To learn more, scan the QR code with your smart phone or visit:

[TotalRewards.MyBenefitsLibrary.com](https://TotalRewards.MyBenefitsLibrary.com)





## PHYSICAL WELL-BEING

Live your best life! A menu of lifestyle options to ensure health and prevent diseases and conditions.



**Medical:** Three plan options to meet diverse needs. Use our in-network providers and save money.



**Pharmacy:** Generic, brand name and specialty drug coverage. Choose the coverage option that's right for you. Mail order saves time and money!



**Dental:** Free exams, cleaning and x-rays if you use an in-network dentist.



**Teladoc: Get Care Anywhere**  
**Virtually connect while on-the-go!** Your coworkers agree; it's easy to schedule and convenient to use. Learn more at [teladoc.com](http://teladoc.com).



**Vision:** Eyes are the window to health. Vision coverage included with two medical plan options.



**Employee Discounts**  
**Get moving!** We have discounts on Fitbits and over 20 local gyms.

**Healthy Tracks**  
**Earn up to \$1,000 discount on medical coverage!** Join 73% of your coworkers who are already participating and earning money.



## EMOTIONAL WELL-BEING

Your happiness matters! Having good mental health, life satisfaction, a sense of purpose, and the ability to manage stress is worth fighting for.



### Employee Assistance Program (EAP)

Your EAP is here to help you and your loved ones lead a happier and more productive life. Call a specialist at 800.000.0000 for help with balancing work and life issues.



### Time Off

To promote resilience, we offer a generous time off program and a flexible work environment.



### Volunteer Match

Find happiness in helping others. We pave the way with paid time off for volunteering and contributions to an organization meaningful to you.



### Everyday Amazing

Celebrate your coworkers and give meaningful recognition for great work, career milestones and work anniversaries. Collect and redeem your points for prizes!



### Child Care Center

**Family matters!** From infants to pre-k, Monday through Friday, we've got you covered.



# FINANCIAL WELL-BEING

Make decisions today to protect your future! Take control of your financial health, set and achieve long term financial goals, and avoid pitfalls that can derail you.



## Voluntary & Supplemental Benefits

A new suite of benefits is available with lower rates and enhanced options.

- Long Term Disability
- Accident Insurance
- Critical Illness Insurance
- Universal Life Insurance with Living Benefits *New!*
- Hospital Indemnity Insurance *New!*
- Legal Plan *New!*
- Identity Theft Protection *New!*

**Universal Life Insurance with Living Benefits:** Protects your family with a life insurance benefit that allows you to accelerate a portion if you become chronically or terminally ill or fund long term care. Premiums don't increase as you get older.

**Hospital Indemnity:** Provides you with a cash lump-sum after a hospital stay to use however you decide.

**Identity Theft Protection:** Helps deter theft attempts, detect fraud, monitors social media, and manages the restoration process in the event of identity theft.

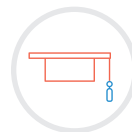
**Legal Plan:** Provides easy access to attorneys nationwide who will advise you on personal legal matters.

**Did you know?** More than 1 in 4 of today's 20-year-olds can expect to be out of work for at least a year because of a disabling condition before they reach normal retirement age. Consider electing long term disability insurance to protect your yourself in the future.



## Retirement Savings Plan — 401(k)

**Where else can you get an 80% return on your money?** Earn up to 4% of your annual pay with employer matching funds that begin immediately. Visit [vanguard.com](http://vanguard.com).



## College Savings Plan — 529

**Did you know?** In addition to college tuition and related fees, you can use 529 funds for private kindergarten through 12<sup>th</sup> grade expenses up to \$10,000 per year per student. Visit [vanguard.com](http://vanguard.com).



## Employee Loan Program

The employee benefit program is available exclusively to employees. We have designed the program to offer low cost loans with fast approval and funding.



## Employee Discounts

**Hanging with us has it's perks!** You have access to great deals with local vendors of all types. Including Starbucks and the cafeterias.



# PROFESSIONAL WELL-BEING

## We invest in your career!

Sense of belonging, a team you can rely upon, the privilege of caring for others, professional development, and career opportunities. All designed to provide a long and fulfilling career with us.



### Education Assistance

**Go for it!** We provide financial support for furthering your education, professional certifications and even paying back student loans.

We are one of only 8% of organizations who offer student loan repayment!



### Sample Company University

Enhance your skills with our support. We offer many internal programs devoted to your career success.



### Career Path

**New around here?** Whether you are new or winding your career down, all types and levels of roles available for a fulfilling career at Sample Company.

